

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
08-CA-095833Date Filed  
1/4/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

DHSC, LLC, d/b/a Affinity Medical Center

b. Tel. No. (330) 832-8761

c. Cell No.

f. Fax No. (330) 830-6927

d. Address (Street, city, state, and ZIP code)

875 Eighth Street N.E.

Massillon, OH 44646

e. Employer Representative

Ron Bierman, CEO

g. e-Mail

h. Number of workers employed  
225

i. Type of Establishment (factory, mine, wholesaler, etc.)

Acute Care Hospital

j. Identify principal product or service

Healthcare

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above employer, by (b) (6), (b) (7)(C) and other agents has interfered with, restrained, and coerced its employees in the exercise of Section 7 rights by, inter alia, threatening to slap RNs who filled out "Assignment Despite Objection" forms ("ADOs") to protest work assignments and staffing levels and physically shredding ADOs in the presence of RNs.

Within the past six months, the above employer, by (b) (6), (b) (7)(C) and other agents, reduced the staffing in the ICU on a particular shift so nurses would be "tripled" because of the ICU nurses' filling out ADOs, an action supported by National Nurses Organizing Committee (NNOC), a labor organization, and because they engaged in concerted activities with other RNs at Affinity for the purpose of collective bargaining and other mutual aid and protection, and in order to discourage support for NNOC.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

National Nurses Organizing Committee (NNOC)

4a. Address (Street and number, city, state, and ZIP code)

2000 Franklin Street

Oakland, CA 94612

4b. Tel. No. (510) 273-2200

4c. Cell No.

4d. Fax No. (510) 663-4822

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (510) 273-2272

By



M. Jane Lawhon, Legal Counsel

(Print type name and title or office, if any)

Office, if any, Cell No.  
(510) 715-7065

Fax No. (510) 664822

e-Mail

jlawhon@calnurses.org

2000 Franklin Street, Oakland, CA 94612

01/04/13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM NLRB-501


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-095877	1/7/13

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer All Seasons Climate Control, Inc.		b. Number of workers employed 11
c. Address (street, city, state, ZIP code) 178 E. Main Street Norwalk, Ohio 44857	d. Employer Representative Robert Stang	e. Telephone No 419-663-1666 (c) 419-663-1956 (f) Bob.Stang@ allseasonsnorwalk.com
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction Company	g. Identify principal product or service Heating, A/C, Refrig., Vent., Plmbg. install & service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a) <u>8(a)(1), 8(a)(3), 8(a)(5)</u> subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p><b><u>Please see the attached document listed as "Attachment A".</u></b></p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p> <div style="text-align: center;">  </div>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Sheet Metal Workers International Association Local No. 33 (AFL-CIO)		
4a. Address (street and number, city, state and ZIP code) 637 Perry St. Vermilion, Ohio 44089		4b. Telephone No 440-967-8509 (a) 440-225-6424 (c)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization. Sheet Metal Workers International Association (AFL-CIO)		
<p style="text-align: center;"><b>6. DECLARATION</b></p> <p>_____, declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By: <u>Joseph G. Thayer</u> Title: <u>Marketing Representative</u> Signature of representative or person making charge Address: <u>637 Perry St. Vermilion, Ohio 44089</u> Telephone No: <u>440-225-6424</u> Date: <u>January 4, 2013</u></p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



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## **"ATTACHMENT A"**

\*as it relates to All Seasons Climate Control, Inc.

Since on or about July 31<sup>st</sup>, 2012, and all times thereafter, the above named employer, through its' agents, officers, and representatives has refused to bargain collectively with and provide requested information relevant to bargaining to the Sheet Metal Workers International Association Local 33, a labor organization chosen by a majority of its' employees in an appropriate unit, for the purpose of collective bargaining in respect to wages, hours of employment, and other terms and conditions of employment including but not limited to notifying Local 33 when employees have been hired and / or terminated.

Since on or about December 21, 2012, and all times thereafter, the above named employer, through its' agents, officers, and representatives has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its' employees by changing ownership of the company and forcing the existing bargaining unit employees to reapply for their jobs because of their affiliation with the Sheet Metal Workers International Association Local 33, a labor organization, as defined by the Act.

Since on or about (b) (6), (b) (7)(C) 2012, and all times thereafter, the above named employer, through its' agents, officers, and representatives unlawfully terminated the employment of bargaining unit members (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because of their affiliation and involvement with Sheet Metal Workers International Association Local 33, a labor organization.

Since on or about (b) (6), (b) (7)(C) 2013, and all times thereafter, the above named employer, through its' agents, officers, and representatives unlawfully terminated the employment of bargaining unit member (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) affiliation and involvement with Sheet Metal Workers International Association Local 33, a labor organization.

Since on or about January 2, 2013 and all times thereafter, the above named employer through its' officers, agents, and representatives has hired new employee(s) after the termination of bargaining unit members in an attempt to divide the bargaining unit as well as failing to notify the union of such changes as required.

These charges are directly related to Case #'s 08-CA-36459, 08-CA-37931, & 08-CA-38079, which are still open cases in compliance. Historically, any charges pertaining to All Seasons have been handled by Atty. Cheryl Sizemore. The Union respectfully requests that she be assigned this case as well.

FORM NLRB-501

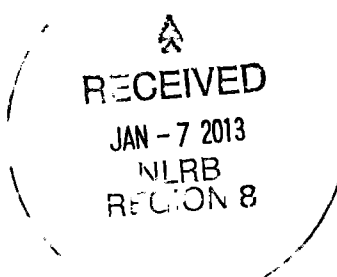
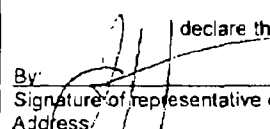
FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 08-CA-095878	Date Filed 1/7/13

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Advanced Mechanical, Heating, Air Conditioning, & Plumbing Systems LLC		b. Number of workers employed 11
c. Address (street, city, state, ZIP code) 3 Unity Lane Norwalk, Ohio 44857 178 E. Main St. Norwalk, Ohio 44857	d. Employer Representative Michael J. Hammersmith	e. Telephone No. 419-663-1551 (o) 419-663-1666 (o)
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction Company	g. Identify principal product or service Heating, A/C, Refrig., Vent., Plmbg. install & service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), <u>8(a)(1), 8(a)(3), 8(a)(5)</u> subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p><b><u>Please see the attached document listed as "Attachment A".</u></b></p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p> <div style="text-align: center;">  </div>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Sheet Metal Workers International Association Local No. 33 (AFL-CIO)		
4a. Address (street and number, city, state and ZIP code) 637 Perry St. Vermilion, Ohio 44089		4b. Telephone No. 440-967-8509 (o) 440-225-6424 (c)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Sheet Metal Workers International Association (AFL-CIO)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By:  Joseph G. Thayer Signature of representative or person making charge Address: 637 Perry St. Vermilion, Ohio 44089		Title: Marketing Representative Telephone No. 440-225-6424 Date January 4, 2013

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



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## **"ATTACHMENT A"**

\*as it relates to Advanced Mechanical

Since on or about September 4, 2012\*, and all times thereafter, the above named employer, through its' agents, officers, and representatives has refused to bargain collectively with and provide requested information relevant to bargaining to the Sheet Metal Workers International Association Local 33, a labor organization chosen by a majority of its' employees in an appropriate unit, for the purpose of collective bargaining in respect to wages, hours of employment, and other terms and conditions of employment including but not limited to notifying Local 33 when employees have been hired and / or terminated.

\* September 4, 2012 is the date listed on the Ohio Secretary of State's website as the date the began operating a business legally in the State of Ohio.

Since on or about December 21, 2012, and all times thereafter, the above named employer, through its' agents, officers, and representatives has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees by changing ownership of the company and forcing the existing bargaining unit employees to reapply for their jobs because of their affiliation with the Sheet Metal Workers International Association Local 33, a labor organization, as defined by the Act.

Since on or about (b) (6), (b) (7)(C) 2012, and all times thereafter, the above named employer, through its' agents, officers, and representatives unlawfully terminated the employment of bargaining unit members (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because of their affiliation and involvement with Sheet Metal Workers International Association Local 33, a labor organization.

Since on or about (b) (6), (b) (7)(C) 2013, and all times thereafter, the above named employer, through its' agents, officers, and representatives unlawfully terminated the employment of bargaining unit member (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) affiliation and involvement with Sheet Metal Workers International Association Local 33, a labor organization.

Since on or about January 2, 2013 and all times thereafter, the above named employer through its' officers, agents, and representatives has hired new employee(s) after the termination of bargaining unit members in an attempt to divide the bargaining unit as well as failing to notify the union of such changes as required.

These charges are directly related to Case #'s 08-CA-36459, 08-CA-37931, & 08-CA-38079, which are still open cases in compliance. Historically, any charges pertaining to All Seasons have been handled by Atty. Cheryl Sizemore. The Union respectfully requests that she be assigned this case as well.



FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

08-CA-095919

Date Filed

1/7/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Staff Union 1199

b. Tel. No. 814-461-1199

c. Cell No. 304-834-8720

f. Fax No.

g. e-Mail

laday@seiu1199.org

h. Number of workers employed  
46

d. Address (Street, city, state, and ZIP code)

1395 Dublin Rd.  
Columbus, Ohio 43215

e. Employer Representative

Leigh Ann Day, Emily Payne, Chrissy  
Heineman, Judy Hannai. Type of Establishment (factory, mine, wholesaler, etc.)  
labor organization

j. Identify principal product or service

provide protection and support to members file grievances, l/m meeting

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

This duty of fair representation occurred on or about (b) (6), (b) (7)(C) 2012 when the Union through its officers and or agents failed to represent Grievant (b) (6), (b) (7)(C) according to the CBA. The Union failed to discuss or move the grievance filed by (b) (6), (b) (7)(C). During the Grievance meeting (b) (6), (b) (7)(C) 2012 (b) (6), (b) (7)(C) failed to represent (b) (6), (b) (7)(C) during the meeting and (b) (6), (b) (7)(C) had to try to defend (b) (6), (b) (7)(C) was given information that (b) (6), (b) (7)(C) never gave to the employer in defense of (b) (6), (b) (7)(C) grievances were filed by (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) but only (b) (6), (b) (7)(C) was heard. On or about (b) (6), (b) (7)(C) 2013 The Union through its officers and or agents discussed (b) (6), (b) (7)(C) grievance with another member and had not discussed it with the grievant. (b) (6), (b) (7)(C) told member that the officers of the Staff union voted to not proceed with (b) (6), (b) (7)(C) grievance. Again violating the current CBA and by-laws of the Staff Union.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

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4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(Signature of representative (b) (6), (b) (7)(C) person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

01/06/2013

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-095955	1/8/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer ROTEK		b. Tel. No. (300)562-4000
		c. Cell No.
d. Address (street, city, state ZIP code) 1400 S CHILLICOTHE RD, AURORA, OH 44202-9282	e. Employer Representative MIKE JACOBS	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Aurora, OH
i. Type of Establishment (factory, nursing home, hotel) Manufacturer	j. Principal Product or Service Steel	k. Number of workers at dispute location 200

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2012, the Employer discriminated against employee (b) (6), (b) (7)(C) by suspending (b) (6), (b) (7)(C) pending discharge in order to discourage union activities or membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

By: (b) (6), (b) (7)(C)  
(signature of representative or person filing charge)

(b) (6), (b) (7)(C)

Print Name and Title  
An Individual  
Date

Fax No.

e-Mail

Address: (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-096178	1/11/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a Name of Employer FORD MOTOR COMPANY (FORD ENGINE PLANT #1)		b Tel. No. (216)676-3592	
d Address (street, city, state ZIP code) 18300 FIVE POINTS ROAD, BROOKPARK, OH 44142		c Cell No.	
		e Employer Representative DAVE ALLEN, HR MANAGER	
		f Fax No.	
i Type of Establishment (factory, nursing home, hotel) Factory		g e-Mail	
		h Dispute Location (City and State) BROOKPARK, OH	
j Principal Product or Service Automobiles		k Number of workers at dispute location 700	
<p>1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the six months immediately preceding the filing of this unfair labor practice charge, it, by its officers, agents and representatives, interfered with, restrained and coerced its employees with respect to the free exercise of rights guaranteed under Section 7 of the National Labor Relations Act, as amended.</p> <p>Specifically, it has discriminated against bargaining unit employee (b) (6), (b) (7)(C) and other bargaining unit employees with respect to their terms and conditions of employment by subjecting them to a shift reassignment on or about (b) (6), (b) (7)(C) resulting in an ongoing and significant loss of earnings. Concurrently, it threatened employee (b) (6), (b) (7)(C) and others in direct response to their protected actions in filing various grievances regarding work assignments in the (b) (6), (b) (7)(C) area.</p>			
3 Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b Tel. No. (b) (6), (b) (7)(C)	
		4c Cell No.	
		4d Fax No.	
		4e e-Mail	
5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6 DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
X By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)		Office, if any, Cell No.	
(signature of representative or person making charge) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Print Name and Title X Date: 1/4/13	
		Fax No. e-Mail	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-096384	January 15, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>FEDERAL METAL</b>		b. Tel. No. <b>(440)232-8700</b>
d. Address (street, city, state ZIP code) <b>7250 DIVISION ST, BEDFORD, OH 44146-5406</b>		c. Cell No.
e. Employer Representative		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Bedford, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Foundry</b>	j. Principal Product or Service <b>Metal Foundry</b>	k. Number of workers at dispute location <b>56</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about **(b) (6), (b) (7)(C)** 2013, **(b) (6), (b) (7)(C)** was suspended because of **(b) (6), (b) (7)(C)** activities on behalf of the Teamsters Local 507.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>		4b. Tel. No. <b>(b) (6), (b) (7)(C)</b>
		4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By <b>(b) (6), (b) (7)(C)</b>	<b>(b) (6), (b) (7)(C)</b>	Tel. No. <b>(b) (6), (b) (7)(C)</b>
(signature) <b>(b) (6), (b) (7)(C)</b>	Print Name and Title An Individual	Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
<b>(b) (6), (b) (7)(C)</b>	Date:	Fax No.
		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

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NLRB  
REGION 8

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-096405	1/15/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer UNITED STATES POSTAL SERVICE-RICHFIELD BRANCH		b. Tel. No. (330)659-3661
d. Address (street, city, state ZIP code) 3900 BROADVIEW RD, RICHFIELD, OH 44286-9164	e. Employer Representative MARIA LOWTHER	c. Cell No.
		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Richfield, OH
i. Type of Establishment (factory, nursing home, hotel) United States Postal Service	j. Principal Product or Service Mail processing and delivery	k. Number of workers at dispute location 9

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On about (b) (6), (b) (7)(C) 2012, the above-named Employer, by its officers, agents and representatives laid off its employees (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership in, and activity on behalf of, the Letter Carriers Union.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No.
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature) (b) (6), (b) (7)(C) person making charge)	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 1-9-13	e-Mail
(b) (6), (b) (7)(C)		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses of the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

RECEIVED  
NLRB  
REGION 8  
JAN 15 A 9:22  
CLEVELAND, OHIO  
(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-096730	1/22/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>PENSKE TRUCK LEASING</b>		b. Tel. No. <b>(419)873-8611</b>
d. Address (street, city, state ZIP code) <b>12222 WILLIAMS RD, PERRYSBURG, OH 43551-6803</b>	e. Employer Representative <b>CRIS ERWIN</b>	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) <b>Leasing</b>	j. Principal Product or Service <b>Trucks</b>	h. Dispute Location (City and State) <b>Perrysburg, OH</b>
		k. Number of workers at dispute location <b>10</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2012, the above named employer Penske Truck Leasing by its officers, agents and representatives, suspended employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union and/or Protected Concerted Activities.

On or about (b) (6), (b) (7)(C) 2012, the above named employer Penske Truck Leasing terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union and/or Protected Concerted Activities.

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>		4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
		4d. Fax No.
		4e. e-Mail <b>(b) (6), (b) (7)(C)</b>

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By: <b>(b) (6), (b) (7)(C)</b>	<b>(b) (6), (b) (7)(C)</b> <b>AN INDIVIDUAL</b>	Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
(signature of representative or person filing charge) Address: <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b>	Print Name and Title Date: <b>X 1-18-13</b>	Fax No. e-Mail <b>(b) (6), (b) (7)(C)</b>

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

08-CA-096776

Date Filed

1/22/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Waterford Commons

b. Tel. No. 419-382-2200

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
62

d. Address (Street, city, state, and ZIP code)

955 Garden Lake Pkwy  
Toledo, OH 43614

e. Employer Representative

Diane Hendricks

i. Type of Establishment (factory, mine, wholesaler, etc.)

Nursing Home

j. Identify principal product or service

Elderly Patient Care

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the employer by its officers, agents, and representatives, retaliated against (b) (6), (b) (7)(C) for participating in protected concerted activity under Section 7 of the Act.

Management has denied giving a copy of the written discipline to (b) (6), (b) (7)(C)

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JAN 22 2013  
NLRB  
REGION 8

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, District 1199 WV/KO/OH

4a. Address (Street and number, city, state, and ZIP code)

1395 Dublin Rd  
Columbus, OH 43215

4b. Tel. No. 614-461-1199

4c. Cell No.

4d. Fax No. 614-461-1549

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Al Neal, Organizing Director  
(Print name and title or office, if any)

Tel. No.

330-272-5089

Office, if any, Cell No.

Fax No.

e-Mail

aneal@seiu1199.org

Address 1395 Dublin Rd Columbus, OH 43215 1/22/2013 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-02)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case	Date Filed
08-CA-096936	1/24/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or are occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Nova Services		b. Tel. No. 419-727-8010
		c. Cell No.
		f. Fax No. 419-727-8020
d. Address (Street, city, state, and ZIP code) 3028 N. Summit Street Toledo, OH 43611-3342		g. e-Mail
e. Employer Representative Patrick J. Hoban, Esq.		h. Number of workers employed 33
i. Type of Establishment (factory, mine, wholesaler, etc.) fabricating/manufacturing	j. Identify principal product or service metal shipping racks	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
On or about (b) (6), (b) (7)(C) 2012, I applied for work at Nova. (b) (6), (b) (7)(C) interviewed me and hired me. I started work that day on the second shift, at 3 PM. During my shift, (b) (6), (b) (7)(C) came and asked me what I think about the Union and if I worked for the Union. (b) (6), (b) (7)(C) asked if I would sign a statement saying I don't work for the Union, and I told him I would sign the statement. I did not know anything about the Union. I met (b) (6), (b) (7)(C) another Nova employee, that day and asked (b) (6), (b) (7)(C) for a ride to work the next day. I arrived at work the next day with (b) (6), (b) (7)(C) whom many employees knew and was a Union supporter openly. At the beginning of my shift, I was called into the office where (b) (6), (b) (7)(C) were. (b) (6), (b) (7)(C) asked me questions about (b) (6), (b) (7)(C) how I knew him, if I supported the Union, do I work for the Union, and other questions about the Union, for a long time. I did not know anything about the Union but after about 30 minutes to an hour of the questions and my answers, (b) (6), (b) (7)(C) said "that's not good enough, just give (b) (6), (b) (7)(C) papers." I was fired and told not to return.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Iron Workers Local No. 55

4a. Address (Street and number, city, state, and ZIP code)

108 Atlantic Street  
Toledo, Ohio 43609RECEIVED  
JAN 24 2013  
NLRB  
REGION 8

4b. Tel. No. 419-385-6613

4c. Cell No.

4d. Fax No. 419-385-6041

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Association of Bridge, Structural, Ornamental, and Reinforcing Ironworkers

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(Signature of representative or person making charge)Rob Gonzales Business Agent  
(Print type name and title or office, if any)

Tel. No. 419-385-6613

Office, if any, Cell No.

Fax No. 419-385-6041

e-Mail

Jan. 18, 2013

(Date)

Address 1080 Atlantic Avenue, Toledo, Ohio 43609

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

RECEIVED  
JAN 24 2013  
NLRB  
REGION 8

## INSTRUCTIONS:

## DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-097005

1/24/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>MERCY REGIONAL MEDICAL CENTER</b>		b. Tel. No. (440)960-4293
c. Address (street, city, state ZIP code) <b>3700 KULBE RD, LORAIN, OH 44053-1611</b>		c. Cell No. (440)714-1665
e. Employer Representative <b>AMIE RICHASON, Vice President of Human Resources</b>		f. Fax No. (440)960-4630
i. Type of Establishment (factory, nursing home, hotel) <b>Hospital</b>		g. e-Mail <b>amie.richason@health-partners.org</b>
j. Principal Product or Service <b>Medical Care</b>		h. Dispute Location (City and State) <b>Lorain, OH</b>
		k. Number of workers at dispute location <b>540</b>

1. The above named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and those unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about January 1, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Mercy Regional Medical Center, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents, and representatives, discriminated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities in behalf of SEIU District 1199, a labor organization, by issuing discipline of a final (b) (6), (b) (7)(C) day suspension, and later removing some of (b) (6), (b) (7)(C) job responsibilities because (b) (6), (b) (7)(C) engaged in union activities.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**SEIU DISTRICT 1199 WV/KY/OH, THE HEALTH CARE AND SOCIAL SERVICE UNION, SEIU, AFL-CIO**

4a. Address (street and number, city, state, and ZIP code)

**1395 DUBLIN RD,  
COLUMBUS, OH 43215-1086**

4b. Tel. No. (614)461-1199

4c. Cell No. (304)617-2504

4d. Fax No. (614)461-1549

4e. e-Mail  
**abacon@seiu1199.org**

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) **SEIU District 1199 WV/KY/OH, The Health Care and Social Service Union, SEIU AFL-CIO**

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (614)461-1199

By:

*Al Bacon*

**AL BACON, Secretary-Treasurer**

Cell No. (304)617-2504

(signature of representative or person making charge)

Print Name and Title

Fax No. (614)461-1549

Address: **1395 DUBLIN RD COLUMBUS, OH  
43215-1086**

Date:

**1/24/13**

e-Mail **abacon@seiu1199.org**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings, or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-097052	January 25, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>FEDERAL METAL</b>		b. Tel. No. <b>(440)232-8700</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>7250 Division Street, Bedford, OH 44146</b>	e. Employer Representative <b>SHAWN MASON, SUPERVISOR AND LEO PINKARD, VICE PRESIDENT</b>	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Bedford, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Foundry</b>	j. Principal Product or Service <b>Metal Foundry</b>	k. Number of workers at dispute location <b>56</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) AND (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the Employer discriminated against and suspended (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership and activities on behalf of the Teamsters Local 507, a labor organization.

On or about (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership and activities on behalf of the Teamsters Local 507, a labor organization.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) representative or person making charge)

Print Name and Title

An Individual

Date

Fax No.

e-Mail

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

X 1-25-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)





UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-097166	1/28/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer GENERAL MOTORS-LORDSTOWN		b. Tel. No. (330)824-5221
d. Address (street, city, state ZIP code) 2300 HALLOCK YOUNG RD SW, WARREN, OH 44481-9238		c. Cell No.
e. Employer Representative JOHN DONOHOE		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Warren, OH
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Manufacture Automobiles	k. Number of workers at dispute location 1000

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2012, the above named employer, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union and/or protected concerted activities.

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JAN 28 2013  
NLRB  
REGIONAL

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature of representative or person making charge)

Print Name and Title

Fax No.

Date:

e-Mail

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

1-282013

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-06)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

8-CA-097200

Date Filed

1/28/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Pearlview Care Center

b. Tel. No. 330-225-9121

c. Cell No. 440-796-2171

f. Fax No. 330-220-5536

d. Address (Street, city, state and ZIP code)

4426 Homestead Dr.  
Brunswick, Ohio 44212

e. Employer Representative

Administrator  
Kimberly M. Corrigan, LNHA,  
HCMBA

g. e-Mail

KCorrigan@pearlviewcarecen

h. Number of workers employed  
23

i. Type of Establishment (factory, mine, wholesaler, etc.)

Nursing Home

j. Identify principal product or service

Long term nursing home

k. The above-named employee has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and those unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Termination of employee (b) (6), (b) (7)(C) do to (b) (6), (b) (7)(C) union activities. These is the same employer who own the Nursing Home call the Avenue is where we has current charges filed.

RECEIVED  
JAN 28 2013  
NLRB  
REGION 8

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Charlotte Dobbins

Service Employee International Union 1199

4a. Address (Street and number, city, state, and ZIP code)

1771 East 30th Street  
Cleveland, Ohio 44114

4b. Tel. No. 216-566-0117

4c. Cell No. 216-246-9929

4d. Fax No. 216-566-0192

4e. e-Mail

cdobbins@seiu1199.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employee International Union 1199

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief

By Charlotte Dobbins  
(signature of representative or person making charge)

Charlotte Dobbins  
Administrative Organizer

(Print type name and title or office, if any)

Tel. No. 216-566-0117

Office, if any, Cell No.

Fax No. 216 566-0192

e-Mail

1771 East 30th Street Cleveland, Oh 44114

1/28/2013

Address

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case  
08-CA-097233Date Filed  
1/29/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Crystal Care Center of Ashland

b. Tel. No. 419-281-9595

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

1251 E Main St  
Ashland, OH 44805e. Employer Representative  
Administrator

g. e-Mail

h. Number of workers employed  
50i. Type of Establishment (factory, mine, wholesaler, etc.)  
Nursing homej. Identify principal product or service  
Healthcare

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(C) was terminated on (b) (6), (b) (7)(C) 2013 as retaliation for (b) (6), (b) (7)(C) involvement with an organizing drive.

(b) (6), (b) (7)(C) was not provided with any documentation regarding (b) (6), (b) (7)(C) termination.



## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employee's International Union District 1199 WV/OH/KY

4a. Address (Street and number, city, state, and ZIP code)

1395 Dublin Rd  
Columbus, OH 43215

4b. Tel. No. 614-461-1199 x 1017

4c. Cell No. 614-256-9515

4d. Fax No. 614-461-1549

4e. e-Mail  
ngurich@seiu1199.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Service Employee's International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Nicholas Gurich, Organizing Director

(Print type name and title or office, if any)

Tel. No. 614-256-9515

Office, if any, Cell No.  
614-461-1199

Fax No. 614-461-1549

e-Mail  
ngurich@seiu1199.org

1395 Dublin Rd Columbus, OH 43215

1/28/2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-097263	1/29/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>GENERAL DYNAMICS LAND SYSTEMS-JSMC</b>		b. Tel. No. 419-221-8516
		c. Cell No.
d. Address (street, city, state ZIP code) 1161 BUCKEYE RD, LIMA, OH 45804-1815	e. Employer Representative JONATHON NICHOLS	f. Fax No. 419-221-7204
		g. e-Mail
		h. Dispute Location (City and State) Lima, Ohio
i. Type of Establishment (factory, nursing home, hotel) Manufacturing	j. Principal Product or Service Metal	k. Number of workers at dispute location <b>750</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the Employer, General Dynamics Land Systems by its officers and or agents, discriminated against (b) (6), (b) (7)(C) an employee, because of (b) (6), membership and activities on behalf of the Union.

Specifically, the Employer notified (b) (6), (b) (7)(C) that (b) (6) would be laid off on (b) (6), (b) (7)(C) 2013.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature of representative of person making charge)

Print Name and Title

Fax No.

An Individual

Date

e-Mail

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

1-27-2012

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.





Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-097336	1/30/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC.		b. Tel. No. (419)698-8171
d. Address (street, city, state ZIP code) 3518 SAINT LAWRENCE DR, TOLEDO, OH 43605-1079		c. Cell No.
e. Employer Representative ALEX JOHNSON PRESIDENT/OWNER		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) TOLEDO, OH
i. Type of Establishment (factory, nursing home, hotel) DOCK WAREHOUSE	j. Principal Product or Service DOCK WORK	k. Number of workers at dispute location 30

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Midwest Terminals of Toledo International, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

Specifically, the Employer is denying (b) (6), (b) (7)(C) work as a (b) (6), (b) (7)(C) when work is performed because of (b) (6), (b) (7)(C) membership and/or activities on behalf of International Longshoremen Association, a labor organization.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) AN INDIVIDUAL	Office, if any, Cell No.
(signature of representative of person making charge) Address: (b) (6), (b) (7)(C)	Print Name and Title Date: 29 Jan 13	Fax No.
(b) (6), (b) (7)(C)		e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.





UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-097400	1/31/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UNITED STATES POSTAL SERVICE (TOLEDO INSTALLATION)		b. Tel. No. (419)245-6802
d. Address (street, city, state, ZIP code) 435 S SAINT CLAIR ST. TOLEDO, OH 43601-0001	e. Employer Representative DANIEL DAVIS	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Service	j. Principal Product or Service Mail	h. Dispute Location (City and State) Toledo, OH
		k. Number of workers at dispute location 700

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

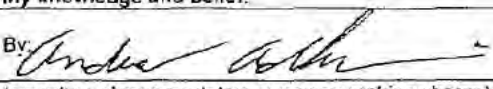
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHED

3. Full name of party filing charge (if labor organization, give full name including local name and number)  
NATIONAL ASSOCIATION OF LETTER CARRIERS, TOLEDO BRANCH 100

4a. Address (street and number, city, state, and ZIP code) 4437 WOODVILLE RD, NORTHWOOD, OH 43619-1859	4b. Tel. No. (419)693-8392
	4c. Cell No.
	4d. Fax No. (419)693-0554
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (419)693-8392
By: 	ANDREW ADKINSON	Office, if any, Cell No. 419 356-2077
(signature of representative or person making charge)	Print Name and Title	Fax No. (419)693-0554
Address: 4437 WOODVILLE RD, NORTHWOOD, OH 43619-1859	Date	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



On or about August 9, 2012, the above-named Employer, by (b) (6), (b) (7)(C) at its Toledo Installation, threatened to deny employees and/or union representatives access to its Toledo Installation facilities.

On or about January 10, 2013, the above-named Employer, by (b) (6), (b) (7)(C) at its West Toledo Station, denied union representatives access to this facility which was needed for their representation of bargaining unit employees.

On or about January 10, 2013, the above-named Employer unilaterally placed restrictions on union representatives' access to the 12 facilities covered by the Toledo Installation.

On or about January 16, 2013, the above-named Employer, by Stacey Blanton, at its Franklin Park Station, denied union representatives access to this facility which was needed for their representation of bargaining unit employees.

By the above actions, the Employer has bargained in bad faith with the below-named Labor Organization.

On or about (b) (6), (b) (7)(C) 2012, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) at its Midtown Station, by issuing (b) (6), (b) (7)(C) a written warning because of (b) (6), (b) (7)(C) and/or other employees' union and/or other protected concerted activities.





Form NLRB - 601 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-097550	2/1/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer FULTZ & SON, INC.		b. Tel. No. (419)547-9365
d. Address (street, city, state ZIP code) 330 ELM ST, CLYDE, OH 43410-2124		c. Cell No.
e. Employer Representative LARRY FULTZ		f. Fax No. (419)547-9594
		g. e-Mail
		h. Dispute Location (City and State) Clyde, OH
i. Type of Establishment (factory, nursing home, hotel) waste management	j. Principal Product or Service waste removal and recycling	k. Number of workers at dispute location 45
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)</p> <p>On about (b) (6), (b) (7)(C) 2013, the above Employer terminated (b) (6), (b) (7)(C) from employment in retaliation for (b) (6), (b) (7)(C) support of United Food and Commercial Workers Union Local 75 and in order to discourage employees from engaging in union activity.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No. (b) (6), (b) (7)(C)
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Office, if any, Cell No.
(signature of representative or person making charge)		Fax No. (b) (6), (b) (7)(C)
Print Name and Title An Individual		e-Mail
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Date: X02-01-13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.





DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-097572	2/4/13

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer FULTZ & SON, INC.		b. Tel. No. (419)547-9365	
d. Address (street, city, state ZIP code) 330 ELM ST, CLYDE, OH 43410-2124		c. Cell No.	
e. Employer Representative Larry "Duke" Fultz		f. Fax No. (419)547-9594	
		g. e-Mail	
		h. Dispute Location (City and State) Clyde, OH	
i. Type of Establishment (factory, nursing home, hotel) waste management		j. Principal Product or Service waste removal and recycling	
		k. Number of workers at dispute location 45	
1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On about November 13, 2012, the Employer coercively informed employees that it was selecting employees for disciplinary action and/or termination in order to discourage them from engaging in union activity.			
On about (b) (6), (b) (7)(C) 2012, the above-named Employer suspended and then terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) support for the United Food and Commercial Workers Local 75 and to discourage (b) (6), (b) (7)(C) from engaging in union activity.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.	
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge. (b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C) An Individual (b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) (signature) (b) (6), (b) (7)(C)		Print Name and Title Date: 2/4/13	
(b) (6), (b) (7)(C) (signature) (b) (6), (b) (7)(C)		Fax No. e-Mail (b) (6), (b) (7)(C)	

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings and litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

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FEB-08-2013 15:54

NLRB REGION 8

P.02/02

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-098012	2/11/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC.</b>		b. Tel. No. <b>(419) 898-8171</b>
d. Address (street, city, state ZIP code) <b>3518 SAINT LAWRENCE DR, TOLEDO, OH 43605-1079</b>		c. Cell No.
e. Employer Representative <b>ALEX JOHNSON PRESIDENT</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>TOLEDO, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>SHIPPING</b>	j. Principal Product or Service <b>CARGO CONTAINERS</b>	k. Number of workers at dispute location <b>40</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the preceding 6 months, and continuing, the above-named Employer has discriminated against employee (b) (6), (b) (7)(C) by failing and/or refusing to uniformly apply the terms and conditions of its collective bargaining agreement with the below-named Labor Organization to (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or other protected concerted activities, and/or to discourage (b) (6), (b) (7)(C) and/or other employees from engaging in such activities; and by such actions, the Employer has bargained in bad faith with the below-named Labor Organization.

Within the preceding 6 months, and continuing, the above-named Employer has bargained in bad faith with the below-named Labor Organization by failing and/or refusing to abide by the hiring hall provisions of its collective bargaining agreement with the below-named Labor Organization.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
**INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, AFL-CIO, LOCAL 1982**

4a. Address (street and number, city, state, and ZIP code)  
**2300 ASHLAND AVE, STE 225, TOLEDO, OH 43620-1280**

4b. Tel. No.  
**(419) 279-6399**  
4c. Cell No.  
4d. Fax No.  
4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: *Otis Brown*  
(signature of representative or person making charge)

**OTIS BROWN  
PRESIDENT**

Tel. No.  
**(419) 279-6399**

Office, if any, Cell No.

Address: **2300 ASHLAND AVE, STE 225,  
TOLEDO, OH 43620-1280**

Print Name and Title

Date **2/8/2013**

Fax No. **(419) 754-2678**

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-47 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-098016	2/11/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer MIDWEST TERMINALS OF TOLEDO INTERNATIONAL, INC		b. Tel. No. (419)698-8171	
d. Address (street, city, state ZIP code) 3518 SAINT LAWRENCE DR, TOLEDO, OH 43605-1079		c. Cell No.	
		f. Fax No.	
e. Employer Representative ALEX JOHNSON, PRESIDENT/OWNER		g. e-Mail	
		h. Dispute Location (City and State) TOLEDO, OH	
i. Type of Establishment (factory, nursing home, hotel) DOCK WAREHOUSE		j. Principal Product or Service STEVEDORING	
		k. Number of workers at dispute location 45	
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about (b) (6), (b) (7)(C) 2013, the Employer, by (b) (6), (b) (7)(C) unlawfully terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities and/or at the urging of Union officers of International Longshoremens Local 1982.</p>			
3 Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		4c. Cell No.	
		(b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6 DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
By: (b) (6), (b) (7)(C)		Office, if any, Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(signature of representative or person making charge)		Fax No.	
Address: (b) (6), (b) (7)(C)		e-Mail	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
Print Name and Title			
Date: Feb 7, 2013			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-098515

2/15/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

International Automotive Components LLC  
1603 Sawmill Parkway  
Huron, OH 44839

b. Tel. No.

419-435-5453

c. Cell No.

Kelly Jackson HR Admin  
Greg McDermott HR Admin

d. Address (Street, city, state, and ZIP code)

Corporate  
International Automotive Comp  
2433 Telegraph Rd  
Cincinnati, OH 45204

e. Employer Representative

James K. Korbikes  
President IAC

f. Fax No.

243-455-7000

g. e-Mail

243-455-7000

h. Number of workers employed

300-1500 Huron Motor

i. Type of Establishment (factory, mine, wholesaler, etc.)

factory

j. Identify principal product or service

Injection mold - Automotive parts

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) *Violate the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.*

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

*Termination of Employment when used by Elkhart  
Intermittent use.  
Failure to pay earned vacation. Excessive delay in  
paying rights and trying to not pay them.  
Providing false and conflicting information  
to the Ohio Unemployment Office.*

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

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REGION 8

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. e-Mail

(b) (6), (b) (7)(C)

4d. Fax No.

C.A.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) *U.*

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

2-14-13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
8-CA-98560

Date Filed  
2/19/13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  JMC MECHANICAL, INC. AND RICHARD MCCORMICK ENTERPRISES, LLC		b. Tel. No. (419) 739-2300
d. Address (Street, city, state, and ZIP code)  9 Broadway Street Wapakoneta, Ohio 45895		c. Cell No.
e. Employer Representative  John and Richard McCormick		f. Fax No. (419) 739-2301
i. Type of Establishment (factory, mine, wholesaler, etc.) construction contractor		g. e-Mail
j. Identify principal product or service plumbing and mechanical trades		h. Number of workers employed 10 to 15

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section B(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

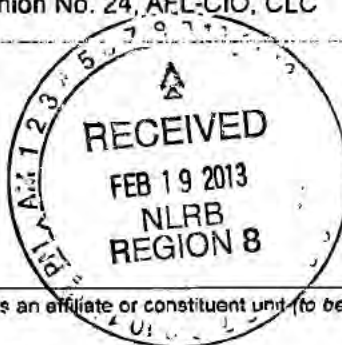
On or about (b) (6), (b) (7)(C) 2013, the Employers, by and through their representatives, violated the Act by engaging in surveillance of peaceful demonstrators and by (b) (6), (b) (7)(C) a Union organizer/employee, as defined by the Act, who was engaged in handbilling and banner in a public right-of-way in front of the Employers' office.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Sheet Metal Workers' International Association, Local Union No. 24, AFL-CIO, CLC

4a. Address (Street and number, city, state, and ZIP code)

4949 Northcutt Place  
Dayton, Ohio 45414



4b. Tel. No. (937) 274-5881

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Sheet Metal Workers' International Association

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(signature of representative of person making charge)

Ryan Keith Hymore

(Print/type name and title or office, if any)

Tel. No. 513-255-5888

Office, if any, Cell No.

Fax No. 216-397-5845

e-Mail  
rkymore@bmanganolaw.com

Address 3805 Edwards Road, Suite 550, Cincinnati, Ohio 45209

2/15/13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

08-CA-098672

Date Filed

2/20/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Day and Zimmerman NPS

b. Tel. No.

X-140-280-6381

c. Cell No.

d. Address (street, city, state, ZIP code)

One Perry Circle Perry, Ohio 44081

e. Employer Representative

Dave Balatinez, Site Manager

f. Fax No.

g. e-Mail

h. Number of workers employed

80

i. Type of Establishment (factory, mine, wholesaler, etc)

Nuclear Plant

j. Identify principal product or service

Nuclear Power

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2014, the Employer, by its site manager (b) (6), (b) (7)(C) issued its employee (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) suspension and laid off (b) (6), (b) (7)(C) because of and/or in retaliation for engaging in union activities and/protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief

(b) (6), (b) (7)(C)

By

(Signature or representative of person making charge)

An Individual

(Print/type name and title or office, if any)

Tel. No.

Office, if any Cell No.  
Same as above

Fax No.

e-Mail

same as above

Address same as above

02/15/2013  
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigations. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

08-CA-098741

Date Filed

2/20/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Blossom Nursing and Rehab center

b. Tel. No.

330-337-3033

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

62

d. Address (Street, city, state, and ZIP code)

109 Blossom Ln  
Salem, OH 44460

e. Employer Representative

Administrator

i. Type of Establishment (factory, mine, wholesaler, etc.)

Nursing Home

j. Identify principal product or service

Patient Care

k. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a) subsection (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about, (b) (6), (b) (7)(C), 2013, (b) (6), (b) (7)(C) was discharged  
For Engaging in protected concerted activity during a union  
organizing campaign.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, District 1199 W/ky/ OH

4a. Address (Street and number, city, state, and ZIP code)

1395 Dublin Rd.  
Columbus, OH 43215

4b. Tel. No.

614-461-1149

4c. Cell No.

4d. Fax No.

614-461-1549

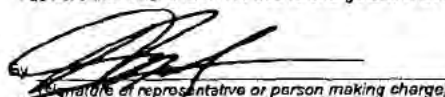
4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Al Neal, organizing coord.  
(Print type name and title or office, if any)

Tel. No.

330-272-5089

Office, if any, Cell No.

Fax No.

e-Mail

aneal@seiu1199.org

Address 1395 Dublin Rd Columbus OH 43215

2/20/13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-098987

2/25/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Crystal Care Center of Ashland		b. Tel No 419-281-9595
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1251 E Main St. Ashland, OH 44805	e. Employer Representative Administrator	g. e-Mail
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	j. Identify principal product or service Long term patient care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about, (b) (6), (b) (7)(C) 2013, (b) (6), (b) (7)(C) was disciplined unjustly as retaliation for participating in protected concert activity during a union organizing campaign

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## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, District 1199 WV/KY/OH

## 4a. Address (Street and number, city, state, and ZIP code)

1395 Dublin Rd  
Columbus, OH 43215

4b Tel No	614-461-1199
4c Cell No.	
4d Fax No.	614-461-1549
4e e-Mail	aneal@seiu1199.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief

Tel No

330-272-5089

Office, if any, Cell No

Fax No.

e-Mail

aneal@seiu1199.org

B.   
(signature of representative or person making charge)Al Neal, Organizing Coordinator  
(Print name and title or office, if any)

Address

1395 Dublin Rd. Columbus, OH 43215

2/25/2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.




FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 08-CA-098989	Date Filed 2/25/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer First Energy Corp.	b. Tel. No. (330) 761-7807
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 76 S. Main Street Akron, Ohio 44308	e. Employer Representative David Farkas, Esq.
	g. e-Mail
	h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) utility company	j. Identify principal product or service energy
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practice(s)) See attached.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local Union #245	
4a. Address (Street and number, city, state, and ZIP code) 705 Lime City Road Rossford, OH 43480	4b. Tel. No. 419-666-3350
	4c. Cell No.
	4d. Fax No. 419-666-5545
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Electrical Workers Local Union #245	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Phillip LaCourse, President/Asa. Bus. Man (Print type name and title or office, if any)
705 Lime City Road, Rossford, OH 43460	2/26/2013 (date)
	Tel. No. 419-666-3650
	Office, if any, Cell No.
	Fax No. 419-666-5545
	e-Mail

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FEB 25 2013  
NLRB  
P. 118

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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**ATTACHMENT TO  
CHARGE AGAINST EMPLOYER**

The Employer terminated bargaining unit member (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2012, for allegations of knowingly falsifying (b) (6), (b) (7)(C) pay rate on (b) (6), (b) (7)(C) time cards. (b) (6), (b) (7)(C) defense was (b) (6), (b) (7)(C) supervisor, (b) (6), (b) (7)(C) who is not a bargaining unit member, approved the higher pay. The Union grieved (b) (6), (b) (7)(C) termination, and prepared eventually to take the grievance to arbitration. In preparing for arbitration, on February 22, 2013, the Employer provided the Union documents, as a response to the Union's records request, which indicated (b) (6), (b) (7)(C) was given a (b) (6), (b) (7)(C) day suspension for (b) (6), (b) (7)(C) failure to catch the higher pay rate being reported, even though (b) (6), (b) (7)(C) reviewed (b) (6), (b) (7)(C) time cards every week. (b) (6), (b) (7)(C) was deemed "forthright and honest" through the investigation, while (b) (6), (b) (7)(C) provided a statement through (b) (6), (b) (7)(C) Union steward and was found to be "defensive." (b) (6), (b) (7)(C) conduct was identified by the Employer as "blatant and inappropriate." (b) (6), (b) (7)(C) supervisor, who is not in the bargaining unit, was treated much less severely for (b) (6), (b) (7)(C) role in allowing alleged overpayments to the bargaining unit member.

Such conduct discriminates in regard to tenure of employment or any term or condition of employment to discourage membership in a labor organization. This conduct also retaliates against (b) (6), (b) (7)(C) for exercising his rights under the collective bargaining agreement. Accordingly, the Employer violated Section 8(a)(1) and (3) of the Act.

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FEB 25 2013  
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REGION 8

INTERNET  
FORM NLRB-501  
(2-98)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

08-CA-099166

Date Filed

2/27/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

White Oak Manor

b. Tel. No. 330-369-4672

c. Cell No.

f. Fax No. 330-369-2367

d. Address (Street, city, state, and ZIP code)

1926 Ridge Rd.  
Warren, Ohio 44484

e. Employer Representative

Aaron Hetrick

g. e-Mail

Aaron.Hetrick@saberhealth.com

h. Number of workers employed  
38

i. Type of Establishment (factory, mine, wholesaler, etc.)

Nursing Home

j. Identify principal product or service

Nursing Home

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8a1,3,5

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013 The Employer through its agents terminated an employee for Union activity

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FEB 27 2013  
NLRB  
REGION 83. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Service Employees International Union District 1199

4a. Address (Street and number, city, state, and ZIP code)

3657 Belmont Ave.  
Youngstown, Ohio 44505

4b. Tel. No. 330-759-3751

4c. Cell No. 330-651-2104

4d. Fax No. 330-759-4453

4e. e-Mail

pcallahan@sei1199.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Service Employees International Union district 1199

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

by Sam Callahan  
(Signature of representative or person making charge)

Administrative Organizer

(Print type name and title or office, if any)

Tel. No. 330-759-3751

Office, if any, Cell No.  
330-651-2104

Fax No. 330-759-4453

e-Mail

pcallahan@sei1199.org

Address 3657 Belmont Ave. Youngstown, Ohio 44505

2-26-2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-099182

2/27/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>MERCY REGIONAL MEDICAL CENTER</b>		b. Tel. No. (440)960-4293
d. Address (street, city, state ZIP code) 3700 KOI RF RD. LORAIN, OH 44053-1611		c. Cell No. (440)714-1885
e. Employer Representative JENNIFER ANGLE, Human Resources Director		f. Fax No. (440)960-4630
		g. e-Mail jennifer.angle@health-partners.org
		h. Dispute Location (City and State) Lorain, OH
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Medical Care	k. Number of workers at dispute location 540

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2012, the Employer placed (b) (6), (b) (7)(C) on administrative leave because of protected union and/or concerted activities.

On or about (b) (6), (b) (7)(C) 2012, the Employer issued (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) day suspension because of protected union and/or concerted activities.

On or about (b) (6), (b) (7)(C) 2013, the Employer issued (b) (6), (b) (7)(C) a final (b) (6), (b) (7)(C) day suspension because of protected union and/or concerted activities.

On or about (b) (6), (b) (7)(C) 2013, the Employer removed (b) (6), (b) (7)(C) responsibilities from (b) (6), (b) (7)(C) because of protected union and/or concerted activities.

Since on or about October 22, 2012, the Employer has failed and refused to provide the Union with information necessary for, and relevant to, the Union's performance of its duties as the exclusive collective-bargaining representative. Specifically, on (b) (6), (b) (7)(C) 2012, the Union requested information related to discipline issued to (b) (6), (b) (7)(C). The Employer has refused to provide the information.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU DISTRICT 1199 WV/KY/OH, THE HEALTH CARE AND SOCIAL SERVICE UNION, SEIU, AFL-CIO

4a. Address (street and number, city, state, and ZIP code)

1395 DUBLIN RD,  
COLUMBUS, OH 43215-1086

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FEB 27 2013

NLRB

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4b. Tel. No. (614)461-1199

4c. Cell No. (304)617-2504

4d. Fax No. (614)461-1549

4e. e-Mail

abacon@seiu1199.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

SEIU District 1199 WV/KY/OH, The Health Care and Social Service Union, SEIU AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (614)461-1199

By:

AL BACON, Secretary-Treasurer

Cell No. (304)617-2504

(signature of representative or person making charge)

Print Name and Title

Fax No. (614)461-1549

Address: 1395 DUBLIN RD, COLUMBUS, OH  
43216 1086

Date:

e-Mail abacon@seiu1199.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case  
8-CA-099303

Date Filed  
2/28/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

EXAL CORPORATION

b. Tel. No. 330-744-2267

c. Cell No.

f. Fax No. 330-744-1124

g. e-Mail

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)  
ONE PERFORMANCE PLANCE  
YOUNGSTOWN, OHIO 44502

e. Employer Representative  
MIKE HOFFMAN

i. Type of Establishment (factory, mine, wholesaler, etc.)  
FACTORY

j. Identify principal product or service  
CANS

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about the middle of (b) (6), (b) (7)(C) 2013, the employer has disciplined, harassed, spied on, and threatened with termination (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities. (b) (6), (b) (7)(C) has been instrumental in getting co-workers signed up for a Teamster organizing drive, and notifying co-workers of meetings, and discussing the Union at (b) (6), (b) (7)(C) place of employment during breaks and lunches, and before and after work.

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REGION 8  
2013 FEB 28 P 9:20  
CLEVELAND, OHIO

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Teamsters Local 377

4a. Address (Street and number, city, state, and ZIP code)

1223 Teamster Drive  
Youngstown, Oh. 44502

4b. Tel. No. 330-743-3111

4c. Cell No.

4d. Fax No. 330-743-1821

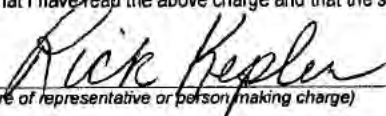
4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Brotherhood of Teamsters

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
(signature of representative or person making charge)

Rick Kepler

(Print/type name and title or office, if any)

Tel. No. 216-401-2014

Office, if any, Cell No.

Fax No.

e-Mail  
rickkepler@yahoo.com

Address 1990 Connect Rd, Norton, OH 44203

2/27/13  
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-099383	3/1/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer OBGYN OF SOUTHEASTERN OHIO <i>Specialists</i>		b. Tel. No. (740)439-9911
d. Address (street, city, state ZIP code) 1230 CLARK ST, CAMBRIDGE, OH 43725-9611	e. Employer Representative CHERYL CUNNINGHAM	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Doctor's office		h. Dispute Location (City and State) Cambridge, OH
j. Principal Product or Service patient care / <i>MA</i>		k. Number of workers at dispute location 12

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in order to discourage union activities or membership. Specifically, on or about (b) (6), (b) (7)(C) 2013, the Employer terminated employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities.

3. Full name of each filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature or representative or person making charge)

(b) (6)

Fax No.

Address: 68188 OLD 21 RD, CAMBRIDGE, OH 43725-9381

Print Name and Title

An Individual

Date

*02/14/2013*

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

08-CA-099613

Date Filed

3/5/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>EXAL CORPORATION</b>		b. Tel. No. <b>330-744-2267</b>
		c. Cell No.
d. Address (Street, city, state, and ZIP code) <b>ONE PERFORMANCE PLACE YOUNGSTOWN, OH 44502</b>		f. Fax No. <b>330-744-1124</b>
e. Employer Representative <b>MIKE HOFFMAN</b>		g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FACTORY</b>	j. Identify principal product or service <b>CANS</b>	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3, and 4, of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On (b) (6), (b) (7)(C) 2013, the employer did terminate (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activity. Since on or about the middle of (b) (6), (b) (7)(C) 2013, the employer has issued discipline, harassed, spied on, and threatened with termination (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union activities. The (b) (6), (b) (7)(C) faxed the initial nlr charge to (b) (6), (b) (7)(C) on February 27, at 11:55 a.m. When (b) (6), (b) (7)(C) went to work that night, (b) (6), (b) (7)(C) was terminated. (b) (6), (b) (7)(C) has been instrumental in getting co-workers to sign authorization cards, notifying co-workers of union meetings, discussing the Union at (b) (6), (b) (7)(C) place of employment in the break room, lunch room, and in the parking lot before and after work, and distributing leaflets to co-workers. <b>THE UNION IS SEEKING A 10J ACTION DUE TO EMPLOYER MISCONDUCT AND VIOLATION OF LABOR LAW.</b>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>Teamsters Local 377</b>		
4a. Address (Street and number, city, state, and ZIP code) <b>1223 Teamsters Drive Youngstown, Oh 44502</b>		4b. Tel. No. <b>330-743-3111</b>
		4c. Cell No.
		4d. Fax No. <b>330-743-1821</b>
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <b>International Brotherhood of Teamsters</b>		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u></u> Rick Kepler Teamster organizer (Signature of representative or person making charge) (Print/type name and title or office, if any) <b>1990 Connect Rd., Norton, Oh 44203</b> Address <b>March 1, 2013</b> (date)		Tel. No. <b>216-401-2014</b> Office, if any, Cell No. Fax No. e-Mail <b>rickkepler@yahoo.com</b>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

RECEIVED  
NLRB  
REGION 8

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-099697	3-6-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>HUSKY ENERGY</b>		b. Tel. No. <b>(419)226-2300</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>1150 S. METCALF LIMA, OH 45804-1145</b>	e. Employer Representative <b>DAVID STEIN HR MANAGER</b>	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>LIMA, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>REFINERY</b>	j. Principal Product or Service <b>OIL REFINERY</b>	k. Number of workers at dispute location <b>220</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since October 8, 2012, the above Employer has unilaterally changed its past practice of allowing union officers unlimited access to members and is now requiring prior notification and permission to consult with members in retaliation for engaging in a strike in 2012

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**UNITED STEELWORKERS OF AMERICA, LOCAL 624, AFL-CIO**

4a. Address (street and number, city, state, and ZIP code) <b>660 WILLIAMS AVE, DELPHOS, OH 45833-9253</b>	4b. Tel. No.
	4c. Cell No. <b>(419)905-6364</b>
	4d. Fax No.
	4e. e-Mail <b>edelbrockmike@hotmail.com</b>

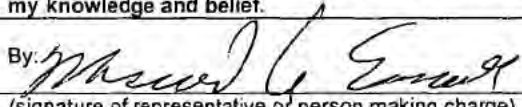
## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE INTERNATIONAL UNION, AFL-CIO**

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

By:   
(signature of representative or person making charge)

**MICHAEL EDELBROCK  
PRESIDENT**

Print Name and Title

Office, if any, Cell No.  
**(419)905-6364**

Fax No.

Address: **660 WILLIAMS AVE  
DELPHOS, OH 45833-9253**

Date: **3/2/13**

e-Mail  
**edelbrockmike@hotmail.com**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
08-CA-099698Date Filed  
3/6/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a Name of Employer Ford Motor Company	b Tel No (216)676-7100
c Cell No.	
d Address (Street, city, state, and ZIP code) 5600 Henry Ford Blvd. Brookpark, OH 44142-1526	f Fax No.
e Employer Representative Chuck McCartney, Labor Relations Director	g e-Mail
	h Number of workers employed 1000+
i Type of Establishment (factory, mine, wholesaler, etc) Factory	j Identify principal product or service Engines

k The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer has not allowed its employee (b) (6), (b) (7)(C) to exercise (b) (6), (b) (7)(C) seniority under the collective bargaining agreement then in effect, in retaliation for DiPerna's union and/or protected concerted activities and/or because DiPerna filed a charge under the Act.

By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

## 3 Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b Tel No (b) (6), (b) (7)(C)

4c Cell No.

4d Fax No.

4e e-Mail

(b) (6), (b) (7)(C)

## 5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an individual

(Print/type name and title or office, if any)

Tel No (b) (6), (b) (7)(C)

Office, if any, Cell No

Fax No

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

3-3-13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 08-CA-099873	Date Filed 3/8/13

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Liberty Nursing Center of Toledo	b. Number of workers employed 60	
c. Address (street, city, state, ZIP code) 2005 Ashland Ave., Toledo, OH, 43620	d. Employer Representative Linda Black – Kurek, Owner Nealy Glenn- Rep.	e. Telephone No. 419-255-3040 facility  618-315-2429 Nealy Glenn
f. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	g. Identify principal product or service Nursing Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (a)(5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about, January 14, 2013 the employer thought its agents have violated the Act, by bargaining in bad faith. The Employer has refused to pay members of the union earned wages and earned vacation pay when the facility is closed in February 2013.</p> <p>The facility has been ordered closed by the Ohio Dept. of Health.</p> <p style="text-align: right;">RECEIVED NLRB REGION 8 CLEVELAND, OH 2013 MAR - 8 A 11:27</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, District 1199		
4a. Address (street and number, city, state, and ZIP code) 435 S. Hawley St. Toledo, OH 43609	4b. Telephone No. (419) 450-7175	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union District 1199		
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By <u>Kyle Huff</u> Administrative Organizer (signature of representative or person making charge) (title if any)</p> <p>Address <u>435 S. Hawley Street, Toledo, OH 43609</u> <u>(419) 419-450-7175</u> <u>3-6-13</u> (Telephone No.) (date)</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
RC/rc

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

RECEIVED  
NLRB  
REGION 8

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

8-CA-099997

3/11/13

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>CHRYSLER LLC MOPAR PARTS DISTRIBUTION CENTER</b>		b. Tel. No. <b>(330)626-7600</b>
d. Address (street, city, state ZIP code) <b>9777 MOPAR DR, STREETSBORO, OH 44241-5220</b>		c. Cell No.
e. Employer Representative <b>JOHN CANNING</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State)
i. Type of Establishment (factory, nursing home, hotel) <b>Warehouse</b>	j. Principal Product or Service <b>Distribution of auto parts</b>	k. Number of workers at dispute location <b>145</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since about on or about October 20, 2012, the above named Employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights.

Since on or about (b) (6), (b) (7)(C) 2012, it, by its officers, agents and representatives discriminated against (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) filed charges under the Act.

Since on or about October 20, 2012, and at all times thereafter, it, by its officers, agents and representatives has refused to bargain collectively and in good faith with United Automobile Workers, Local 573, a labor organization, by failing to abide by the contract concerning promotions.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.****4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an

Office, if any, Cell No

(b) (6), (b) (7)(C)

Individual

(signature of (b) (6), (b) (7)(C) representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

(b) (6), (b) (7)(C)

X 3-6-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case  
08-CA-100017Date Filed  
3-11-13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
EXAL CORPORATION

b. Tel. No. 330-744-2267

c. Cell No.

f. Fax No. 330-744-1124

g. e-Mail

h. Number of workers employed  
345d. Address (Street, city, state, and ZIP code)  
ONE PERFORMANCE PLACE  
YOUNGSTOWN, OHIO 44502e. Employer Representative  
MIKE HOFFMANi. Type of Establishment (factory, mine, wholesaler, etc.)  
FACTORYj. Identify principal product or service  
CANS

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since mid-January and continuing on a regular basis, the employer has questioned individual workers about their union sympathies. Included in this charge is a verbal warning given to a (b) (6), (b) (7)(C) who attended union meetings, and was questioned about (b) (6), (b) (7)(C) union involvement.

In December of 2012 the employer, by its agent, (b) (6), (b) (7)(C) did sit in front of the Teamsters Local 377 union hall while a meeting was taking place, to spy on the Exal workers who attended the meeting. A Teamsters Local 377 business agent took a picture of (b) (6), (b) (7)(C) even as (b) (6), (b) (7)(C) tried to cover (b) (6), (b) (7)(C) face by pulling (b) (6), (b) (7)(C) shirt over (b) (6), (b) (7)(C) head.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Teamsters Local 3774a. Address (Street and number, city, state, and ZIP code)  
1223 Teamster Drive, Youngstown, Ohio 44205

4b. Tel. No. 330-743-3131

4c. Cell No.

4d. Fax No. 330-743-1821

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(signature of representative or person making charge)

Rick Kepler organizer

(Print/type name and title or office, if any)

Address 1990 Connect Rd. Norton, Ohio 44203

3/11/13

(date)

Tel. No. 216-401-2014

Office, if any, Cell No.

Fax No.

e-Mail  
rickkepler@yahoo.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case  
08-CA-100020Date Filed  
3-11-13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer EXAL CORPORATION	b. Tel. No. 330-744-2267
	c. Cell No.
	f. Fax No. 330-744-1124
d. Address (Street, city, state, and ZIP code) ONE PERFORMANCE PLACE YOUNGSTOWN, OH 44502	e. Employer Representative MIKE HOFFMAN
	g. e-Mail
	h. Number of workers employed 345
i. Type of Establishment (factory, mine, wholesaler, etc.) FACTORY	j. Identify principal product or service CANS
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) the employer did discharge (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activity. (b) (6), (b) (7)(C) was questioned before (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) union sympathies by (b) (6), (b) (7)(C) who spied on a union meeting that was held at the Teamsters Local 377 union hall. (b) (6), (b) (7)(C) signed a union card, and helped union activist (b) (6), (b) (7)(C) spread the word about the union. (b) (6), (b) (7)(C) was also discharged for (b) (6), (b) (7)(C) union activity and a separate charge has been filed.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) TEAMSTERS LOCAL 377	
4a. Address (Street and number, city, state, and ZIP code) 1223 TEAMSTER DRIVE, YOUNGSTOWN, OHIO 44502	4b. Tel. No. 330-743-3111
	4c. Cell No.
	4d. Fax No. 330-743-1821
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) INTERNATIONAL BROTHERHOOD OF TEAMSTERS	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  Rick Kepler, organizer (signature of representative or person making charge) (Printtype name and title or office, if any) Address 1990 Connect Rd. Norton, Ohio 44203 March 11, 2013 (date)	
Tel. No. 216-401-2014 Office, if any, Cell No. Fax No. e-Mail rickkepler@yahoo.com	

RECEIVED  
NLRB  
REGION 8  
2013 MAR 11 P 10:12  
CLEVELAND, OHIO

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-100118	3/12/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>ARAMARK UNIFORM SERVICES, INC.</b>		b. Tel. No. (419)729-5456
d. Address (street, city, state ZIP code) <b>5120 Advantage Drive Toledo, Ohio 43612</b>		c. Cell No.
e. Employer Representative <b>KELLI KELLUMS, General Manager</b>		f. Fax No. (419)729-5922
		g. e-Mail
		h. Dispute Location (City and State) <b>Toledo, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Factory</b>	j. Principal Product or Service <b>Cleaning Company</b>	k. Number of workers at dispute location <b>200</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about November 6, 2012, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Aramark Uniform Services, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2012, it, by its officers, agents, and representatives, terminated the employment of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities in behalf of UNITE Here, a labor organization, and at all times since such date it has refused and does now refuse to employ the above-named employee.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By: <input checked="" type="checkbox"/> (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Cell No. (b) (6), (b) (7)(C)
(signature) (b) (6), (b) (7)(C) representative of (b) (6), (b) (7)(C) (making charge)	Print Name and Title	Fax No.
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Date: 3-11-13	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



FORM NLRB-501

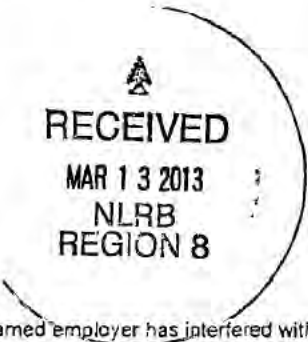
UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-100219	3/13/13

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Merit House		b. Number of workers employed 15	
c. Address (street, city, state, ZIP code) 4645 Lewis Ave. Toledo, OH 43612		d. Employer Representative John Stone - owner	e. Telephone No. 419-478-5131 facility 41-467-0443 cell
f. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home		g. Identify principal product or service Nursing Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (a)(5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about, March 1, 2013 (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) has violated the Act, by discriminating against union workers by refusing to employ them. And replace them with temporary staff in an attempt to dissolve the union.			
			
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, District 1199			
4a. Address (street and number, city, state, and ZIP code) 435 S. Hawley St. Toledo, OH 43609		4b. Telephone No. (419) 450-7175	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union District 1199			
6. DECLARATION			
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
By _____ (signature of representative or person making charge) Kyle Huff		Administrative Organizer (title if any)	
Address 435 S. Hawley Street, Toledo, OH 43609		(419) 450-7175 cell (Telephone No.)	
		3-12-13 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

RC/rc



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-100221	3/13/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a Name of Employer FULTZ & SON, INC.		b Tel. No. (419)547-9365
d Address (street, city, state ZIP code) 330 ELM ST, CLYDE, OH 43410-2124		c Cell No.
e Employer Representative LARRY FULTZ		f Fax No. (419)547-9594
		g e-Mail
		h Dispute Location (City and State) Clyde, OH
i Type of Establishment (factory, nursing home, hotel)	j Principal Product or Service	k Number of workers at dispute location 45

1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2013, the above Employer laid off its employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) support of United Food and Commercial Workers Union Local 75 and in order to discourage employees from engaging in union activity.

3 Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b Tel. No.

(b) (6), (b) (7)(C)

4c Cell No.

4d Fax No.

4e e-Mail

5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) An Individual

Office, if any, Cell No.

(signature) (b) (6), (b) (7)(C)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)

Date

e-Mail

(b) (6), (b) (7)(C)

3-12-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-100433	3/15/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer FULTZ & SON, INC.		b. Tel. No. (419)547-9365
d. Address (street, city, state ZIP code) 330 ELM ST, CLYDE, OH 43410-2124		c. Cell No.
e. Employer Representative LARRY FULTZ MICHAEL WALSKI		f. Fax No. (419)547-9594
		g. e-Mail
		h. Dispute Location (City and State) CLYDE, OH
i. Type of Establishment (factory, nursing home, hotel) WASTE MANAGEMENT	j. Principal Product or Service WASTE REMOVAL, HAULING & RECYCLING	k. Number of workers at dispute location -- 45

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents and representatives, discriminated against and disciplined its employee, (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) activities and support on behalf of the United Food and Commercial Workers Union Local 75, a labor organization and because (b) (6), (b) (7)(C) previously filed an unfair labor practice charge with the National Labor Relations Board.

Within the four months preceding the filing of this charge, the Employer, by its officers, agents and representatives, discriminated against its employee, (b) (6), (b) (7)(C) by refusing to grant (b) (6), (b) (7)(C) a promised wage rate increase in retaliation for (b) (6), (b) (7)(C) activities and support on behalf of the United Food and Commercial Workers Union Local 75, a labor organization and because (b) (6), (b) (7)(C) previously filed an unfair labor practice charge with the National Labor Relations Board.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

MAR 15 2013

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

NLRB

4c. Cell No.

ON 8

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

(b) (6), (b) (7)(C)

3-12-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-100585	3-19-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer FULTZ & SON, INC.		b. Tel. No. (419)547-9365
d. Address (street, city, state ZIP code) 330 ELM ST, CLYDE, OH 43410-2124		c. Cell No.
e. Employer Representative LARRY FULTZ		f. Fax No. (419)547-9594
		g. e-Mail
		h. Dispute Location (City and State) CLYDE, OH
i. Type of Establishment (factory, nursing home, hotel) WASTE MANAGEMENT	j. Principal Product or Service WASTE HAULING, REMOVAL & RECYCLING	k. Number of workers at dispute location 45

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents and representatives, discriminated against and terminated its employee, (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) activities and support on behalf of the United Food and Commercial Workers Union Local 75, a labor organization.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature of representative or person making charge) (b) (6), (b) (7)(C) Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C)

Date: X3/14/13

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-100727	3/20/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>COMPREHENSIVE LOGISTICS</b>		b. Tel. No. <b>(330)793-8097</b>
d. Address (street, city, state ZIP code) <b>4944 BELMONT AVE, YOUNGSTOWN, OH 44505-1018</b>		c. Cell No.
e. Employer Representative <b>DEB SQAMBATT</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Youngstown, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>warehouse</b>	j. Principal Product or Service <b>parts supplier</b>	k. Number of workers at dispute location <b>600</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about March 15, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Comprehensive Logistics, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On **(b) (6), (b) (7)(C)** 2013, the Employer discriminated against employee **(b) (6), (b) (7)(C)** by discharging **(b) (6), (b) (7)(C)** in order to discourage union activities or membership.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>		4b. Tel. No. <b>(b) (6), (b) (7)(C)</b>
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

6. DECLARATION I declare that <b>(b) (6), (b) (7)(C)</b> above charge and that the statements are true to the best of my knowledge <b>(b) (6), (b) (7)(C)</b>		Tel. No. <b>(b) (6), (b) (7)(C)</b>
By: <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b>		Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
(signature of representative or person making charge)		Fax No.
Address <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b>		e-Mail
Print Name and Title An Individual Date: <b>3-19-2013</b>		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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**(b) (6), (b) (7)(C)**



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-101330	3-28-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>HORSESHOE CLEVELAND MGT., LLC/CAESARS ENTERTAINMENT CORPORATION</b>		b. Tel. No. <b>(216)297-47777</b>
d. Address (street, city, state ZIP code) <b>100 PUBLIC SQUARE, CLEVELAND, OH 44113</b>	e. Employer Representative <b>MARCUS GLOVER, GENERAL MANAGER</b>	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) <b>entertainment</b>	j. Principal Product or Service <b>casino</b>	h. Dispute Location (City and State) <b>Cleveland, OH</b>
		k. Number of workers at dispute location <b>approx. 1,000+</b>

I. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a) and (3), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2012, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by indefinitely suspending (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or other protected concerted activities.

On or about (b) (6), (b) (7)(C) 2012, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Tel. No.
	4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
	4d. Fax No.
	4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual		Tel. No.
(signature of r or person making charge) Address (b) (6), (b) (7)(C) <b>(b) (6), (b) (7)(C)</b>		Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
Print Name and Title Date: <b>X 3-27-13</b>		Fax No. e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-101332	3-28-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>HORSESHOE CLEVELAND MGT., LLC/CAESARS ENTERTAINMENT CORPORATION</b>		b. Tel. No. <b>(216)297-4777</b>
d. Address (street, city, state ZIP code) <b>100 PUBLIC SQUARE, CLEVELAND, OH 44113</b>		c. Cell No.
e. Employer Representative <b>MARCUS GLOVER, GENERAL MANAGER</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Cleveland, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>entertainment</b>	j. Principal Product or Service <b>casino</b>	k. Number of workers at dispute location <b>approx. 1,000+</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a) and (5), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about mid October 2012, the above-named Employer interrogated employees regarding their protected concerted and/or union activities.

On or about mid October 2012, the above-named Employer interrogated employees regarding the protected concerted and/or union activities of other employees.

On or about mid October 2012, the above-named Employer threatened to discharge employees in retaliation for their protected concerted and/or union activities.

On or about mid October 2012, the above-named Employer unlawfully solicited complaints and grievances from employees.

On or about mid October 2012, the above-named Employer by-passed the Union and dealt directly with its employees about their terms and conditions of employment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.****4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION****Tel. No.**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

By: X

(b) (6), (b) (7)(C) An Individual

(signature) (b) (6), (b) (7)(C)

Print Name and Title

**Fax No.****e-Mail**

Address (b) (6), (b) (7)(C)

Date:

(b) (6), (b) (7)(C)

X 3-27-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

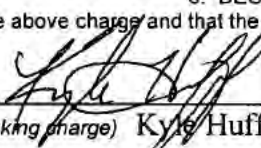


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 08-CA-101349	Date Filed 3/28/13

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer West Toledo Healthcare and Rehabilitation		b. Number of workers employed 35
c. Address (street, city, state, ZIP code) 4645 Lewis Ave. Toledo, OH 43612	d. Employer Representative Sharon Reynolds	e. Telephone No. 937-657-3034 cell
f. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	g. Identify principal product or service Nursing Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (a)(5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about, February 28, 2013 the employer representative, (b) (6), (b) (7)(C) did violated the Act, by discriminating against union workers by terminating them for their union activities.</p> <p>The corporate office address: West Toledo Healthcare and Rehabilitation 5310 Killdeer Court Orient, OH 43146</p> <p style="text-align: right;">RECEIVED NLRB REGION 8 1 2013 MAR 28 A 9:45 CLEVELAND, OHIO</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, District 1199		
4a. Address (street and number, city, state, and ZIP code) 435 S. Hawley St. Toledo, OH 43609		4b. Telephone No. (419) 450-7175 cel
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union District 1199		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By  (signature of representative or person making charge) Kyle Huff		Administrative Organizer (title if any)
Address 435 S. Hawley Street, Toledo, OH 43609		(419) 450-7175 cell (Telephone No.)
		3-25-13 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

RC/lrc

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

Date Filed

08-CA-101631

4/1/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mercy Regional Health Center		b. Tel. No. 440-960-3128
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 3700 Kolbe Rd Lorain, Ohio 44053	e. Employer Representative Jennifer Angle, Manager, HR	f. Fax No. 440-960-4629
		g. e-Mail Jennifer.Angle@health-partne
		h. Number of workers employed 500+
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about January 9 and ongoing since that date the employer has unilaterally changed working conditions and standards without bargaining with the Union; further the employer has interfered with, restrained, or coerced employees in the exercise of the rights guaranteed in section 7 section 157 of the NLRA by disciplining employees and issuing threatening communications to them regarding their productivity.


3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
SEIU DISTRICT 1199 WV/KY/OH, THE HEALTH CARE AND SOCIAL SERVICE UNION

4a. Address (Street and number, city, state, and ZIP code) 1395 DUBLIN ROAD COLUMBUS OH 43215	4b. Tel. No. 614-461-1199
	4c. Cell No. 614-302-8310
	4d. Fax No. 614-461-1549
	4e. e-Mail gdavies@seiu1199.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
SERVICE EMPLOYEES INTERNATIONAL UNION

6 DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  Geoffrey Davies, Administrative Organizer  
(signature of representative or person making charge) (Print type name and title or office, if any)

1395 DUBLIN ROAD, COLUMBUS OH 4315 3/29/13  
Address (date)

Tel No 614-461-1199
Office, if any, Cell No. 614-302-8310
Fax No. 614-461-1549
e-Mail GDAVIES@SEIU1199.ORG

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-301  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
8-CA-102141Date Filed  
April 5, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.


## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Nova Services, Inc.		b. Tel. No. 419-727-6010
		c. Cell No.
		f. Fax No. 419-727-6020
d. Address (Street, city, state, and ZIP code) 3028 N. Summit Street Toledo, OH 43611-3342	e. Employer Representative Erik G. Chappell, Esq.	g. e-Mail
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) metal fabrication	j. Identify principal product or service shipping racks	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsections) (3) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
On or about (b) (6), (b) (7)(C) 2012, (b) (6), (b) (7)(C) was laid off from employment with Nova in retaliation for having engaged in protected, concerted activity. Since (b) (6), (b) (7)(C) layoff, the Employer has hired other persons to do work for which (b) (6), (b) (7)(C) is qualified, and the Employer refuses to recall (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) participate in activity that is protected under the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)  
Iron Workers Local Union No. 55

4a. Address (Street and number, city, state, and ZIP code) 1080 Atlantic Ave Toledo, OH 43609		4b. Tel. No. 419-385-6813
		4c. Cell No.
		4d. Fax No. 419-385-6041
		4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 419-385-6813
By  (signature of representative or person making charge)	Joseph Blaze, III Business Mgr (Print/Type name and title or office, if any)	Office, if any, Cell No.
		Fax No. 419-385-6041
		e-Mail
Address Iron Workers Local 55 1080 Atlantic Ave Toledo, OH 43609 (date) April 5, 2013		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
08-CA-102238Date Filed  
4/8/13

## INSTRUCTIONS:


File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Washington Square		b. Tel. No. 330-399-8997
		c. Cell No.
		f. Fax No. 330-393-5889
d. Address (Street, city, state, and ZIP code) 202 Washington St. Warren, Ohio 44483		g. e-Mail administrator@washingtonsqu
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	j. Identify principal product or service Nursing Home	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8a1,3, 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about April 8, 2013 the Employer through its agents retaliated against a bargaining unit employee for  Union activity.

RECEIVED  
APR - 8 2013  
NLRB  
REGION 8

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union District 1199

4a. Address (Street and number, city, state, and ZIP code) 3657 Belmont Ave. Youngstown, Ohio 44505	4b. Tel. No. 330-759-3751
	4c. Cell No. 330-651-2104
	4d. Fax No. 330-759-4453
	4e. e-Mail pcallaham@seiu1199.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union District 1199

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(signature of representative or person making charge)

Pam Callaham Administrative Organizer  
(Print/type name and title or office, if any)

Tel. No. 330-759-3751

Office, if any, Cell No.  
330-651-2104

Fax No. 330-759-4453

e-Mail  
pcallaham@seiu1199.org

Address 3657 Belmont Ave Youngstown, Ohio 44505

4-8-2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-102387	4/10/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer WYMAN GORDON FORGINGS CLEVELAND INC.		b. Tel. No. (216)341-0085
d. Address (street, city, state ZIP code) 3097 E 61ST ST, CLEVELAND, OH 44127-1312		c. Cell No.
e. Employer Representative X <i>mike Sutorius</i>		f. Fax No.
i. Type of Establishment (factory, nursing home, hotel) FACTORY		g. e-Mail
j. Principal Product or Service DYE FORGING		h. Dispute Location (City and State) CLEVELAND, OH
		k. Number of workers at dispute location 70

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013 the Employer, by its officers, agents and representatives, discriminated against its employee, (b) (6), (b) (7)(C) by failing to adhere to the seniority provisions of the collective bargaining agreement and by designating (b) (6), (b) (7)(C) for layoff instead of less-senior employees because of (b) (6), (b) (7)(C) membership in and activities on behalf of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 1086, a labor organization, and / or because of (b) (6), (b) (7)(C) protected and / or concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

X By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) AN INDIVIDUAL		Tel. No. (b) (6), (b) (7)(C)
(sign (b) (6), (b) (7)(C) representative or person making charge)		Office, if any, Cell No.
Address (b) (6), (b) (7)(C)		Fax No.
Date: X 4/7/13		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

RECEIVED  
NLRB  
REGION 8  
APR 10 A 9:27  
CLEVELAND, OHIO  
(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-102973	4-17-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>FEDERAL METAL</b>		b. Tel. No. <b>(440)232-8700</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>7250 DIVISION ST, BEDFORD, OH 44146-5406</b>	e. Employer Representative <b>LEO PINKARD, Vice President CHARLES MATTHEWS, Supervisor</b>	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Bedford, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>FOUNDRY</b>	j. Principal Product or Service <b>METAL FOUNDRY</b>	k. Number of workers at dispute location <b>56</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2013 the above Employer, by its officers, agents and representatives, terminated its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities on behalf of Teamsters Local 507, a labor organization and because (b) (6), (b) (7)(C) filed an unfair labor practice charge with the National Labor Relations Board.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By: X

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

An Individual

(b) (6), (b) (7)(C)

Print Name and Title

Date (b) (6), (b) (7)(C)

Fax No.

e-Mail

(signature) (b) (6), (b) (7)(C) representative of (b) (6), (b) (7)(C) in making charge

Address (b) (6), (b) (7)(C) 55 UNIVERSTIY BLVD, APT. 101,  
UNIVERSITY HEIGHTS, OH 44118

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

2013 APR 17 A 9:53  
RECEIVED  
NLRB  
REGION 8  
CLEVELAND, OHIO



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case  
08-CA-102974Date Filed  
4/16/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Mercury Air Center Hopkins, LLC

b. Tel. No. 216.362.1500

c. Cell No.

f. Fax No. 216.267.7762

d. Address (Street, city, state, and ZIP code)  
6200 Riverside Drive  
Cleveland, Ohio 44135-3118e. Employer Representative  
Chuck Buckland

g. e-Mail

h. Number of workers employed  
5i. Type of Establishment (factory, mine, wholesaler, etc.)  
Air Ground Support Companyj. Identify principal product or service  
Maintenance and Support Services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer has interfered with, coerced, and restrained its employees' Section 7 rights by discriminating against its employees because of their union membership and/or other protected concerted activity. Specifically, the Employer has discriminated against union member (b) (6), (b) (7)(C) by imposing more severe discipline on (b) (6), (b) (7)(C) than on other similarly situated non-union employees.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local Union No. 507

4a. Address (Street and number, city, state, and ZIP code)

5425 Warner Rd., Unit 7  
Cleveland, Ohio 44125

RECEIVED  
APR 16 2013  
NLRB  
REGION 8

4b. Tel. No. 216.328.0111

4c. Cell No.

4d. Fax No. 216.328.5655

4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

*George H. Faulkner*  
(signature of representative or person making charge)

Union Attorney

(Print/type name and title or office, if any)

Tel. No. 216.781.3600

Office, if any, Cell No.

Fax No. 216.781.8839

e-Mail  
faulkner@fhplaw.com

Address 20445 Emerald Parkway, Suite 210, Cleveland, Ohio 44135

04.16.2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

08-CA-103938

Date Filed

4/29/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

RECEIVED

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

U. S. Postal Service

b. Tel. No. 440-835-8061

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
75

d. Address (Street, city, state, and ZIP code)

2730 Center Ridge Road

Westlake, OH 44145

e. Employer Representative

Ms. Fran Griffith, Manager

Mr. Matt Imwalle, Supervisor

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Delivery Servicesj. Identify principal product or service  
Delivery of mail

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I am a (b) (6), (b) (7)(C) at the Westlake Branch Post Office in Westlake, Ohio 44145. Because of this Management has harassed, badgered and retaliated against me and has created situations and lied about me just to place me into the discipline procedure so as to terminate me. I recently reported to upper Management the fact that the Management Team at this Branch Office has been falsifying their time and being paid for hours that they did not work. Since then the treatment I receive has only gotten worst! I have received PDI's (Pre-Discipline Interviews) and treated with disrespect and very rude! I fear for my job!

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NALC (National Association of Letter Carriers)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

3-29-2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

RECEIVED  
APR 30 2013  
NLRB  
REGION 8

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

08-CA-104008

April 30, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Specialty Hospital of Cleveland d/b/a Kindred Hospital of Cleveland		b. Tel. No. (216)231-2091
d. Address (street, city, state ZIP code) 11900 Fairhill Road, Cleveland, OH 44120	e. Employer Representative Gretchen Adu-Gyamfi	c. Cell No.
		f. Fax No.
		g. e-Mail
h. Dispute Location (City and State) Cleveland, OH	k. Number of workers at dispute location 130	
	i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Patient Care

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above named employer, by its officers, agents and representatives, terminated employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities and at all times since such date it has refused and does now refuse to employ the above-named employee.

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.****4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

(signature) (b) (6), (b) (7)(C)

**Print Name and Title****Fax No.****Address** (b) (6), (b) (7)(C)**Date:****e-Mail**

x 4-30-2013

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

INTERNET  
FORM NLRB-501  
(11-94)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3012

DO NOT WRITE IN THIS SPACE	
Case 08-CA-104144	Date Filed 5/17/2013

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Cityview Nursing Home		b. Number of Workers Employed 68
c. Address (street, city, State, ZIP Code) 6606 Carnegie Ave Cleveland, Ohio 44103	d. Employer Representative Thomas Williams	e. Telephone No. 216 361-1414 Fax No. 216 361-2822
f. Type of Establishment (factory, mine, wholesaler, etc.) NURSING HOME	g. Identify Principal Product or Service STNA	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (10) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) Since on about April 7, 2013 The employer made unilateral changes to working conditions hours of work without bargaining with the union, further more the employer ba gain directly with the members of the bargaining unit over bonus.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (If labor organization, give full name, including local name and number) PATTI HUCKABEE		
4a. Address (street and number, city, State, and ZIP Code) 1771 East 30 ST Cleveland, Ohio 44114-4407	4b. Telephone No. 216 650-1339 Fax No. 219 566-0192	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization) SEIU DISTRICT 1199		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>Patti Huckabee</u> ADMINISTRATIVE ORGANIZER (Signature of representative or person making charge) (Title, if any) Address 1771 East 30 ST Cleveland, Ohio 44114-4407 Fax No. 219 566-0192 216 650-1339 5-1-13 (Telephone No.) Date		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

08-CA-104294

Date Filed

5/3/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer SALEM HEALTHCARE AND REHABILITATION DBA CIRCLE OF CARE		b. Tel. No. 330-332-1589
		c. Cell No.
		f. Fax No.
		g. e-Mail
		h. Number of workers employed 15
d. Address (Street, city, state, and ZIP code) 1985 E PERSHING STREET SALEM OHIO 44460	e. Employer Representative JAN POWERS	
i. Type of Establishment (factory, mine, wholesaler, etc.) NURSING HOME	j. Identify principal product or service HEALTH CARE	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) RETALIATION TEMINATION OF EMPLOYMENT of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I reported a (b) (6), (b) (7)(C) at this facility for abusive behaviors. In return I was fired and the (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) friend trumped up false accusations against me to support their decision. I was never talked to, warned verbally, warned in writing, or approached in any manner that there was a problem with me in any way until I reported this (b) (6), (b) (7)(C) 2013. I was called in on my day off (b) (6), (b) (7)(C) 2013 to be fired.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

RECEIVED  
MAY - 3 2013  
NLRB  
REGION 8

## 4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

## 4d. Fax No.

## 4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NA

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C)  
Representative of (b) (6), (b) (7)(C) on making charge)

(Print/type name and title or office, if any)

## Tel. No.

## Office, if any, Cell No.

## Fax No.

## e-Mail

Address

(b) (6), (b) (7)(C)

MAY 1, 2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-104683	May 9, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer General Electric		b. Tel. No. (330)297-0861
		c. Cell No. (330)507-6615
d. Address (street, city, state ZIP code) 150 Loomis Parkway Ravenna, Ohio 44266	e. Employer Representative Suzanne LaRocca, Human Resource Manager	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Ravenna, OH
i. Type of Establishment (factory, nursing home, hotel) Warehouse	j. Principal Product or Service Warehouse Products	k. Number of workers at dispute location 40

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about April 29, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of General Electric, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents, and representatives, discriminated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities in behalf of IUE-CWA Local 84707, a labor organization, by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) the statements are true to the best of my knowledge.

By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual

(signature of representative or person making charge)

Address (b) (6), (b) (7)(C)

Print Name and Title

Date: X 5-9-13

Tel. No.

Cell No.

Fax No.

e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

08-CA-104691

May 9, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>DECO SECURITY SERVICES</b>		b. Tel. No. (216)522-7511
d. Address (street, city, state ZIP code) 1240 E 9TH ST, RM 787, CLEVELAND, OH 44199-2001		c. Cell No.
e. Employer Representative <b>BRUCE BENNETT, General Manager</b>		f. Fax No. (216)522-2928
		g. e-Mail
		h. Dispute Location (City and State) Cleveland, OH
i. Type of Establishment (factory, nursing home, hotel) Security Company	j. Principal Product or Service Security	k. Number of workers at dispute location 250

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about April 13, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of DECO Security Services, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents, and representatives, discriminated against, (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities in behalf of United Government Security Officers of America, Local 241, a labor organization, by suspending (b) (6), (b) (7)(C) for two-days, and by retaliating against (b) (6), (b) (7)(C) and not allowing (b) (6), (b) (7)(C) to change (b) (6), (b) (7)(C) shift because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
B (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual	Office if any Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) representative or (b) (6), (b) (7)(C) making charge)	Print Name and Title	Fax No.
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Date: 5/9/13	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

RECEIVED  
MAY 10 2013  
FBI

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-104781	5/10/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>THE ORCHARD</b>		b. Tel No. <b>(330)666-3776</b>
d. Address (street, city, state ZIP code) <b>3558 RIDGEWOOD RD, FAIRLAWN, OH 44333-3122</b>		c. Cell No.
e. Employer Representative <b>CL DEBORAH SHAFFER, Director of Nursing</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>FAIRLAWN, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Nursing Home</b>	j. Principal Product or Service <b>Nursing Home/Rehabilitation Facility</b>	k. Number of workers at dispute location <b>140</b>

I The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about December 2012, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of The Orchard, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2012, it, by its officers, agents, and representatives, discriminated against, (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities in behalf of UFCW Local 880, a labor organization, and at all times since such date it has refused and does now refuse to employ the above-named employee. More specifically, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected activities.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION: I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.**

(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	Cell No.
(b) (6), (b) (7)(C)	Fax No.
(b) (6), (b) (7)(C)	e-Mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	Print Name and Title
(b) (6), (b) (7)(C)	Date
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-105024	5/14/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>GREAT LAKES CONSTRUCTION</b>		b. Tel. No. <b>(330) 220-3950 330-220-3900</b>
d. Address (street, city, state ZIP code) <b>2608 GREAT LAKES WAY, HINCKLEY, OH 44233-9590</b>		c. Cell No.
e. Employer Representative <b>JAMES FOX</b>		f. Fax No. <b>(330) 220-7670</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>, Hinckley, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Contractor</b>	j. Principal Product or Service <b>Heavy highway construction</b>	k. Number of workers at dispute location <b>10-15</b>

1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since in or around January 2013, the above-named Employer, by its officers, agents and representatives has refused to call its employee **(b) (6), (b) (7)(C)** for work because of **(b) (6), (b) (7)(C)** union and/or protected concerted activities.

By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**(b) (6), (b) (7)(C)**

4a. Address (street and number, city, state, and ZIP code)

**(b) (6), (b) (7)(C)**

4b. Tel. No.

**(b) (6), (b) (7)(C)**

4c. Cell No.

4d. Fax No.

4e. e-Mail

5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

**(b) (6), (b) (7)(C)**

Office, if any, Cell No.

By **(b) (6), (b) (7)(C)**

**(b) (6), (b) (7)(C)**

(signature of representative or person making charge)

Print Name and Title  
An Individual

Fax No.

Address **(b) (6), (b) (7)(C)**

Date:

**5/3/13**

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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RECEIVED  
NLRB  
FBI  
MAY 14 8:37  
CLEVELAND, OH



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
08-CA-105132

Date Filed  
5-15-13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>MURTIS H TAYLOR</b>		b. Tel. No. <b>216 283-4400</b>
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>13422 Kinsman Cleveland Ohio 44120</b>	e. Employer Representative <b>Bill Newsome HR. Director</b>	g. e-Mail
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>Mental Health Services</b>	j. Identify principal product or service <b>Mental Health</b>	h. Number of workers employed

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
**Refuse to let worker come back to work, after job related injury, after being cleared by doctor to return. Changing job descriptions, with out notify union.**

3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>(b) (6), (b) (7)(C)</b>		<p>RECEIVED NLRB REGION 8 MAY 15 A 4:30 LEVEL 1, D.C.</p>
4a. Address (Street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Tel. No.	
	4c. Cell No. <b>(b) (6), (b) (7)(C)</b>	
	4d. Fax No.	
	4e. e-Mail	

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief		Tel. No.
By <b>(b) (6), (b) (7)(C)</b> (signature) of representative or person filing charge (Print/type name and title or office, if any)		Office, if any, Cell No.
		Fax No.
		e-Mail
Address _____ (date) <b>5-10-13</b>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-105244	5/16/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a Name of Employer UNITED STATES POSTAL SERVICE		b Tel. No. (330)740-8815
d Address (street, city, state ZIP code) 99 WALNUT STREET, YOUNGSTOWN, OH 44501	e Employer Representative THOMAS KEARNS POSTMASTER	c Cell No.
		f Fax No.
		g e-Mail
i Type of Establishment (factory, nursing home, hotel) POST OFFICE	j Principal Product or Service MAIL DELIVERY	h Dispute Location (City and State) YOUNGSTOWN, OH
		k Number of workers at dispute location X 7

I The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about March 1, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of United States Postal Service, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2013, it, by its officers, agents and representatives, disciplined, reduced hours and removed (b) (6), (b) (7)(C) from (b) (6), (b) (7)(C) bid job because of (b) (6), (b) (7)(C) membership and activities in behalf of American Postal Workers Union, Local 443, a labor organization.

**3 Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b Tel. No. (b) (6), (b) (7)(C)
	4c Cell No.
	4d Fax No.
	4e e-Mail

**5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6 DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By (signature of representative or person making charge) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Print Name and Title (b) (6), (b) (7)(C) Date X (b) (6), (b) (7)(C)	Office, if any, Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

08-CA-105259

5-16-13

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>GREAT LAKES CONSTRUCTION CO</b>		b. Tel. No. <b>330-220-2900</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>2608 Great Lakes Way Hinckley, Ohio 44233</b>	e. Employer Representative <b>Patricia PERMAN</b>	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Hinckley, Ohio</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Construction</b>	j. Principal Product or Service <b>Truck Driver</b>	k. Number of workers at dispute location <b>40 YARD - Does not include office workers</b>
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about January 6, 2013, it interfered with, coerced and restrained employees in the exercise of rights guaranteed by Section 7 of the Act. <b>Lack of Representation. Local 436 allowed Great Lakes Construction to take over jobs away from us. This is a charge.</b></p> <p>Specifically, it laid off bargaining unit employee, <b>(b) (6), (b) (7)(C)</b> because of <b>(b) (6), (b) (7)(C)</b> protested activity and <b>(b) (6), (b) (7)(C)</b> membership in Teamsters Local 436, a labor organization.</p> <p><b>Of Conspiracy Against Both Great Lakes Construction &amp; Local 436 - over</b></p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
<b>(b) (6), (b) (7)(C)</b>		
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.
<b>(b) (6), (b) (7)(C)</b>		4c. Cell No.
		<b>(b) (6), (b) (7)(C)</b>
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
<b>N/A</b>		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By <b>(b) (6), (b) (7)(C)</b>		Office, if any, Cell No.
<b>(b) (6), (b) (7)(C)</b> An Individual		
(signature or representative of person making charge)		Fax No.
Address: <b>(b) (6), (b) (7)(C)</b>		e-Mail
Date: <b>May 10, 2013</b>		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**(b) (6), (b) (7)(C)**

EVERETT  
138  
FBI  
MAY 16 2013

A  
5:20



I was promised By my Union Rep that if I signed A CERTAIN document, that there WAS going to be A vote, which the employees (b) (6), (b) (7)(C) would be allowed to participate in, AND within 45 days from JANUARY 6, 2013. I would be BACK to work.

To this day that vote has never taken place. I AM still at home while someone else is (b) (6), (b) (7)(C) AND working consistently.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-105359	5/17/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Orwell Natural Gas		b. Tel. No. (440)974-3770
d. Address (street, city, state ZIP code) 8590 Saton Street, Suite 100, Mentor, OH 44060		c. Cell No.
e. Employer Representative Megan Richards		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Mentor, OH
i. Type of Establishment (factory, nursing home, hotel) Distributor	j. Principal Product or Service Natural Gas	k. Number of workers at dispute location 150

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about January 2, 2013, the Employer through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Orwell Natural Gas, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

Specifically, on or about January 2, 2013, the Employer promulgated an overly broad no-solicitation policy which prohibited employees from discussing workplace conditions.

On or about January 3, 2013, Employer Representatives (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) threatened employee (b) (6), (b) (7)(C) by inviting (b) (6), (b) (7)(C) to seek work elsewhere.

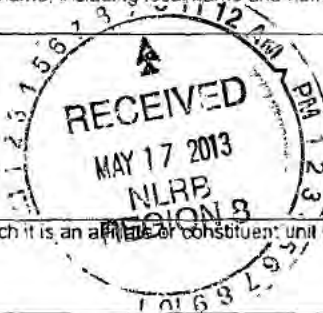
On or about (b) (6), (b) (7)(C) 2013 the Employer, by its officers, agents and representatives, terminated employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities, and at all times since such date it has refused and does now refuse to employ (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)



4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

(b) (6), (b) (7)(C)

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is, an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(S) of representative or person making charge

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-105425	5-20-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>CASE FARMS PROCESSING, INC.</b>		b. Tel. No. <b>(330)359-7141</b>
d. Address (street, city, state ZIP code) <b>1818 COUNTY ROAD 160, WINESBURG, OH 44690</b>		c. Cell No.
e. Employer Representative <b>ABEL ACEN</b>		f. Fax No. <b>(330)359-6482</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>Winesburg, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Factory</b>	j. Principal Product or Service <b>chicken</b>	k. Number of workers at dispute location <b>500</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the above-named Employer has harassed its employee (b) (6), (b) (7)(C) and on or about (b) (6), (b) (7)(C) 2013 disciplined (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Address: (b) (6), (b) (7)(C)

Print Name and Title

Date:

X 5-14-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

08-CA-105498

Date Filed

5/20/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Sealy Mattress Company

b. Tel. No. 330-725-4146

c. Cell No.

f. Fax No. 330-723-7633

d. Address (Street, city, state, and ZIP code)

1070 Lake Road  
Medina, OH 44256

e. Employer Representative

Lisa Nowak, Director of  
Manufacturing

g. e-Mail

h. Number of workers employed  
11

i. Type of Establishment (factory, mine, wholesaler, etc.)

Manufacturing

j. Identify principal product or service

Manufacturing and distributing of mattresses and box springs

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3)

of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013 the above named Employer intimidated, coerced and discriminated against (b) (6), (b) (7)(C) the designated steward for Teamsters Local Union No. 293, by issuing (b) (6), (b) (7)(C) discipline because (b) (6), (b) (7)(C) testified truthfully at an arbitration hearing held on (b) (6), (b) (7)(C) 2013 in violation of Section 7 of the Act.

By the above and other acts, the above-named Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local Union No. 293

4a. Address (Street and number, city, state, and ZIP code)

5505 Valley Belt Road, Suite D  
Independence, OH 44131-1447

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MAY 20 2013

NLRB  
REGION 8

4b. Tel. No. 216-739-9489

4c. Cell No.

4d. Fax No. 216-739-9245

4e. e-Mail

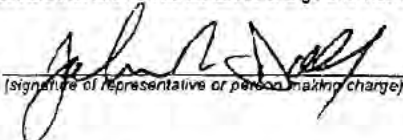
## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 8. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



John R. Doll

(Print type name and title or office, if any)

Tel. No. 937-461-5310

Office, if any, Cell No.

Fax No. 937-461-7219

e-Mail

jdoll@djflawfirm.com

11 W. First St., Suite 1100, Dayton, Ohio 45402-1156

May 20, 2013

(date)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 51 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
08-CA-105753Date Filed  
5-23-13**INSTRUCTIONS:**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>AT&amp;T WIRELESS</b>	b. Number of workers employed <b>APPROX. 3000</b>
c. Address (street, city, state, ZIP code) <b>8089 SOUTH AVE BOARDMAN, OH 44512</b>	d. Employer Representative <b>CLEVELAND, OH CARRIE VIOLA - TEAM MANAGER</b>
e. Telephone No. <b>330-565-5000</b>	f. Type of Establishment (factory, mine, wholesaler, etc.) <b>CALL CENTER</b>
g. Identify principal product or service <b>CELLULAR PHONE CUSTOMER SERVICE</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <sup>4/1/13</sup>

Employer has discharge date as (b) (6), (b) (7)(C) 13, but was pulled in for discharge after date. Was advised reason was for Code of Business Conduct specifically, an acct. not fully verified before info acct. specific given. Caller making payments on 2 accts. - (b) (6), (b) (7)(C) & a (b) (6), (b) (7)(C) who was a (b) (6), (b) (7)(C). Otherwise names were exact & only (b) (6), (b) (7)(C) indicator was on (1) line of our computer system & not separated from rest of name by spaces or anything. Only info. released was an acct. balance that is avail. via the automated portion of our phone system especially when past due (the acct. was). I did notice the (b) (6), (b) (7)(C) & immediately verified prior to processing payment or releasing any additional info. I had (1) prior Code issue in which I received a counseling. Our next steps in discipline would have been written warning the final written warning. I received neither. I requested to hear the call as was told it was recorded. Was told not available. Requested appeal. Was able to, but had to wait till chief union steward was avail. & that would not be for a week (we are a CWA union shop and an assistant steward handled initial process). Time to appeal unpaid, but would be if discharge retracted. Appeal on 4/1/13 & recorded info. heard / viewed & happened as written above. Again only info. was balance prior to verification which again is avail. w/o verification via automated portion of the company phone system asp. when past due when a caller 1st calls in. The company, however, still discharged me. There was a jump through the discipline process w/o any recourse, I was provided no written documentation or transcripts no did I sign anything. Nothing was sent via regular mail following the last meeting. Also mentioned in the last meeting to me, was a bad statistical month of March '13 that was never reviewed w/ me & also a comment that "you will be ok as you have another job in the works that you will be taking correct?" I made no response to that.

As a side note, the union (CWA) & the company were going through the final steps of a new contract approval (ultimately completed a few days later that included a retention bonus the company would pay to those active as of approval date of 4/5/13.

Finally, no COBRA info. received to date & this after a call stating the info. came back to them (even though they had & show my correct address) & they were resending it out.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)  
(signature of representative or person making charge)  
Address (b) (6), (b) (7)(C)(b) (6), (b) (7)(C) (title if any)  
05/14/2013  
(Telephone No.) (date)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

<b>DO NOT WRITE IN THIS SPACE</b>	
Case 08-CA-105776	Date Filed 5/23/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer <b>HUSKY LIMA REFINERY</b>	b. Tel. No. <b>(419) 226-2801</b>
d. Address (street, city, state, ZIP code) <b>1150 S. METCALF ST. LIMA, OH. 45304-1185</b>	c. Cell No.
e. Employer Representative <b>DAVID STEIN</b>	f. Fax No.
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>REFINERY</b>	g. e-Mail
j. Identify principal product or service <b>GASOLINE</b>	h. Number of workers employed <b>230</b>
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  <b>SEE ATTACHMENT</b>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>MIKE EDDYBROCK (PRES.) U.S.W. LOCAL 624</b>	
4a. Address (street and number, city, state, and ZIP code) <b>660 WILLIAM AVE. DELPHOS, OH. 45832</b>	4b. Tel. No.
	4c. Cell No. <b>(419) 905-6364</b>
	4d. Fax No.
	4e. e-Mail
5. Full name of national or international labor organization of which it is affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <b>UNITED STEEL WORKERS</b>	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By <u><b>Michael S. Eddybrock</b></u> (signature of representative or person making charge)	Tel. No.
<u><b>MICHAEL S. EDDYBROCK</b></u> (Print/type name and title or office, if any)	Office, if any Cell No. <b>(419) 905-6364</b>
	Fax No.
Address <u><b>660 WILLIAM AVE. DELPHOS, OH. 45832</b></u> <u><b>5/24/13</b></u> (date)	e-Mail

RECEIVED  
NLRB  
REGION 8  
2013 MAY 23 A 8:21  
CLEVELAND, OHIO

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigations. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



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REGION 8

2013 MAY 23 A 8:31

CLEVELAND, OHIO

May 20, 2013

January/February 2013, the company gave notice that it would terminate Item 11, "Union Coordinator" in the C.B.A.. This was done in retaliation for the strike of 2012 and per the (b) (6), (b) (7)(C) "...because you (b) (6), (b) (7)(C) do not get along with us (company)".

Attached are the company and union management meeting minutes to support this.

Resolution: Reinstate the union coordinator position, Item 11, in the C.B.A..

FORM NLRB-501  
(5-07)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
08-CA-105786Date Filed  
11/5/23/13

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>			
a. Name of Employer Community Action Agency of Columbiana County, Inc./Community Action Rural Transportation System		b. Number of workers employed approx. 41	
c. Address (Street, city, state, and ZIP code) 7880 Lincolne Place Lisbon, OH 44332		d. Employer Representative Carol Bretz, Executive Director	
		e. Telephone No. (330) 424-7221 Fax No. (330) 424-3731	
f. Type of Establishment (factory, mine, wholesaler, etc.) Transportation provider		g. Identify principal product or service Transportation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Within the Section 10(b) period, the Employer, through its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the Act.  Specifically, the Employer violated Sections 8(a)(1) and (5) of the Act by engaging in bad faith bargaining by failing to provide the Union with information relevant to bargaining, including, financial information needed to validate the Employer's assertions related to its claim of poverty.  Specifically, the Employer violated Section 8(a)(1) of the Act by threatening to cancel certain benefits if employees chose to engage in concerted, protected activity.			
3. Full name of party filing charge (if labor organization give full name, including local name and number) United Steelworkers International Union, Local Union 3372-08			
4a. Address (Street and number, city, state, and ZIP code) 5 Gateway Center, Room 807, Pittsburgh, PA 15222		4b. Telephone No. (412) 562-1679 Fax No. (412) 562-2574	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steel, Paper and Forestry Rubber Manufacturing Energy Allied Industrial and Service Workers Intl Union			
<b>6. DECLARATION</b>			
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief			
By <u>Nancy A. Parker</u> (Signature of representative or person making charge)		Nancy A. Parker, Assistant General Counsel (Print name and title or office, if any)	
5 Gateway Center, Room 807, Pittsburgh, PA 15222 Address		(fax) (412) 562-2574 (412) 562-1679 (Telephone No.)	
		5/22/2013 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-105886	5/24/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>PTI</b>		b. Tel. No. <b>X 1-877-626-1263</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>3700 E. MORGAN AVE EVANSVILLE, IND 47715 X 1910 W. ROBB AVE LIMA, OH</b>	e. Employer Representative <b>(DAVE RITCHY) IND X (DON HOOKS) LIMA, OH</b>	f. Fax No. <b>X ?</b>
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) <b>X TAXI-VAN DRIVER</b>	j. Principal Product or Service <b>X HAULIN RAILROAD CREEPS</b>	h. Dispute Location (City and State) <b>LIMA OH</b>
		k. Number of workers at dispute location <b>X 24+</b>

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) (and list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, it interfered with, restrained and coerced employees in the free exercise of rights guaranteed by Section 7 of the Act.

Specifically, it terminated bargaining unit (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted activities on behalf of United Professional & Service Employees Local 1222, a labor organization.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

N/A

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By. <b>X (b) (6), (b) (7)(C)</b>	(b) (6), (b) (7)(C)	Tel. No.
(signature) <b>(b) (6), (b) (7)(C)</b>	Print Name and Title	Cell No. (b) (6), (b) (7)(C)
Address: <b>(b) (6), (b) (7)(C)</b>	Date: <b>X 5-22-13</b>	Fax No. N/A
		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 08-CA-106113	Date Filed 5/29/13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>			
a. Name of Employer Evangelene Brown		b. Tel. No. 330-725-1234	
		c. Cell No.	
d. Address (street, city, state, ZIP code) 4018 B Medina Road Medina, OH 44256		e. Employer Representative Evangelene Brown	
		f. Fax No.	
		g. e-Mail	
		h. Number of workers employed About 29	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hair Salon		j. Identify principal product or service Hair Salon Services	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>(1)</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about (b) (6), (b) (7)(C) 2012, the above-named Employer, by its officers, agents, and representatives terminated (b) (6), (b) (7)(C) for engaging in protected concerted activity. Specifically, the Employer terminated (b) (6), (b) (7)(C) for Facebook postings concerning terms and conditions of employment.</p> <p>By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the Act.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.	
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
<p><b>6. DECLARATION</b></p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief</p> <p>(b) (6), (b) (7)(C)</p> <p>(signature of representative or person making charge)</p>		<p>Tel No Same as above</p> <p>Office, if any Cell No.</p> <p>Fax No.</p> <p>e-Mail</p>	
<p>Address same as above</p> <p>(b) (6), (b) (7)(C) Individual</p> <p>(Print/type name and title or office, if any)</p> <p>5/29/13 (date)</p>		<p>(b) (6), (b) (7)(C)</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigations. The routine uses for the information are fully set forth in the Federal Register, 71 Fed Reg 74942-43 (Dec 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-106114	5/29/13

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>PHILLIPS MANUFACTURING CO., LLC</b>		b. Tel. No. (330)652-4335
d. Address (street, city, state ZIP code) <b>504 Walnut St. Niles, Ohio 44446-2961</b>		c. Cell No.
e. Employer Representative <b>BRAD GARLOCK, Director of HR</b>		f. Fax No.
		g. e-Mail <b>bgarlock@phillipsmfg.com</b>
		h. Dispute Location (City and State) <b>Niles, OH</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Manufacturing</b>	j. Principal Product or Service <b>Drywall Metals</b>	k. Number of workers at dispute location <b>44</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about April 1, 2013, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Phillips Manufacturing Co, LLC, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act by engaging in the following:

On or about April 1, 2013, the Employer failed to immediately reinstate strikers and delayed the recall process for those who were recalled.

On or about April 9, 2013, the Employer unlawfully rehired a replacement worker instead of recalling a striker.

Since on or about April 19, 2013 the Employer has unlawfully failed to recall former strikers to a vacant skilled position.

By the acts set forth in the paragraphs above, and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO, CLC**

4a. Address (street and number, city, state, and ZIP code)

**5 Gateway Center, Suite 807  
Pittsburgh, PA 15222**

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MAY 29 2013  
NLRB  
REGION 8

4b. Tel. No. (412) 562-2400

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**United Steel, Paper And Forestry, Rubber, Manufacturing, Energy, Allied Industrial And Service Workers International Union, AFL-CIO, CLC**

6. DECLARATION: I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (216) 566-1600, Ext. 140

By:

*James G. Porcaro* James G. Porcaro, Esq.

Cell No.

(Signature of representative or person making charge)

Print Name and Title

Address 616 Penton Media Bldg., 1300 E. 9th St., Cleveland, Ohio 44114

Date:

5/29/13

Fax No. (216) 566-1814

e-Mail **jporcaro@smcnlaw.com**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-106173	5/30/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

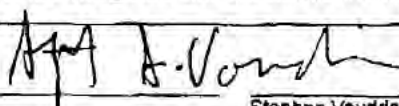
**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer NORTHEASTERN OHIO FOOT & ANKLE SURGICAL ASSOCIATES, INC.		b. Tel. No. (330)633-6024
		c. Cell No.
d. Address (street, city, state ZIP code) 116 EAST AVE, STE 4, TALLMADGE, OH 44278-2300	e. Employer Representative Dr. Theodore A. Buccilli, Jr.	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Tallmadge, OH
i. Type of Establishment (factory, nursing home, hotel) Medical Office	j. Principal Product or Service Healthcare	k. Number of workers at dispute location 10

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 440-543-0670
By: 		Office, if any, Cell No.
Address: 8401 Chagrin Road, Suite 8 Chagrin Falls, Ohio 44023		Fax No. 440-543-0721
Date: 5/30/13		e-Mail svoudris@me.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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## CHARGE ALLEGATIONS

In the last six months, the Employer has interfered with, restrained, and coerced its employees by engaging in the following conduct:

Instructing employees not to discuss wages.

Instructing employees to discuss nothing other than patients and patient care.

Instructing employees not to talk to each other about working conditions outside of the office.

Threatened employees with discharge if they talked to former employees or bought up their names during working hours.

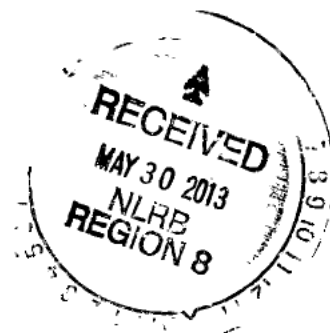
Telling Charging Party to leave if (b) (6), (b) (7) did not like (b) (6), (b) rules.

Prohibiting Charging Party to discuss (b) (6), (b) (7) commission and billing with the staff or any other doctors.

Maintaining the following overly broad and restrictive policies:

- o conducting oneself in a way that prejudices the employer.
- o Malicious Gossip – generally is likely to lower morale and employee productivity. The employer desire to maintain a safe, equitable, and productive work environment, thereby limiting potential conflicts of interest, favoritism complaints, poor morale, unprofessional work environment and employee dissension problems that may result for malicious gossip. Accordingly, doctors and staff employees are encouraged not to engage in malicious gossip. If a violation is found, the employer may take whatever legal action it deems necessary and appropriate, according to the circumstances, including discharge.
- An employee is prohibited from calling on or soliciting any person who is an employee or previous employee of the Employer after termination of employment.
- Expressing complaints through established channels.

As a result of the Employer's policies, Charging Party was forced to resign in December 2012, which should be considered a constructive discharge.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-106317	6/3/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer SMWIA #33 Akron JATC		b. Tel No (330)605-8813
		c. Cell No (330)605-8813
d. Address (street, city, state ZIP code) 1890 Venture Circle, Massillon, OH 44646	e. Employer Representative Brad Klausner	f. Fax No
		g. e-Mail
		h. Dispute Location (City and State) Massillon, OH
i. Type of Establishment (factory, nursing home, hotel) Union	j. Principal Product or Service Employee Representation	k. Number of workers at dispute location 5

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above named employer, by its officers, agents and representatives, laid off employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities, and at all times since such date it has refused and does now refuse to employ the above-named employee.

By the Acts set forth in the paragraph above and by other acts and conduct, it, by its officers, agents, and representatives, has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel No

(b) (6), (b) (7)(C)

4c. Cell No

4d. Fax No

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel No

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

6/3/13

Office, if any, Cell No.

(signature of representative of person making charge)

Print Name and Title

Fax No

Address (b) (6), (b) (7)(C)

Date:

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

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JUN 3 2013  
REGION 8



FORM NLRB-501  
(11-94)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 08-CA-106439 Date 6/4/13

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHO CHARGE IS BROUGHT

a. Name of Employer <b>ASK CHEMICAL</b>		b. Number of Workers Employed <b>13</b>	
c. Address (street, city, State, ZIP, Code) <b>4600 E 71ST STREET CLEVELAND, OH 44125 (CUYAHOGA COUNTY)</b>		d. Employer Representative <b>GEORGE GLASS, PLANT MANAGER</b>	e. Tel No. 216-853-8200 Fax No. 216-208-8590
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>MANUFACTURING</b>		g. Identify Principal Product or Service <b>http://www.ask-chemicals.com/us/explore-ask-chemicals/history.html</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (11) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			

Within the last six months, the above-named Employer, through its officers, agents and representatives, has interfered with, restrained and coerced the employees of Ask Chemical in the exercise of their rights guaranteed in Section 7 of the Act.

Specifically, by harassing, degrading, demeaning, humiliating and attempting to intimidate (b) (6), (b) (7)(C) and other employees creating a hostile work environment.

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3. Full name of party filing charge (If labor organization, give full name, including local name and number)  
**INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, AFL-CIO, DISTRICT LODGE 64**

4a. Address (street and number, city, State, and ZIP Code) <b>Executive Plaza III, 135 Merchant Street, Suite 285 Cincinnati, Ohio 45246</b>	4b. Telephone No. <b>813-772-9310</b> Fax No. <b>513-772-8595</b>
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed when charge is filed by labor organization) **International Association of Machinists and Aerospace Workers, AFL-CIO**

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge or belief.

By James D. Smith **JAMES D. SMITH**  
(Signature of representative or person making charge)

**Grand Lodge Representative**  
(Title, if any)

Address Same as 4(a)

(513) 772-9310 6/4/2013  
(Telephone No.) Date

Willful False Statements On This Charge Can Be Punished By Fine and Imprisonment (U.S. CODE, TITLE 18, SECTION 1001)